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**LAPA PRIDE**



## Celebrate Pride Month

by Susan Kastner – LAPA Director

LGBTQ+ Awareness is celebrated in Los Angeles starting Friday, June 11 to Sunday, June 13. LA's Pride will be broadcasted on ABC7/KABC-TC Los Angeles and will air a one-hour prime time special. It is a lighthearted fun celebration that features celebrities, good music, and a lively entertainment.

Though, the origins of LA Pride originates from the Stonewall Riots; LGBTQ+ Awareness is synonymous with the Stonewall Riots. It occurred 52 years ago at the Stonewall Inn. As a result of the social and political discrimination in 1969 that many marginalized people in the community endured, different groups of the LGBTQ umbrella banded together to form a solidarity against the oppression and discrimination that they experience during the time.

The Stonewall Riots became the catalyst to a movement that brought us LA Pride and LGBTQ+ awareness events. It was the pivotal moment that started the LGBTQ+ movement. It started a "shocking change of consciousness" for America. It took several decades before any history concerning LGBTQ+ occurred

*continued on page 2*

**PRESIDENT'S MESSAGE**



## Back On Track

by Jonathan Dang – LAPA President

As we near our benchmark of June 15th for California's grand reopening, I am excited to share that LAPA will be potentially brain storming on in person events. A majority of us are fully vaccinated and are excited to see what is in store for the next upcoming months. What I personally missed the most during the pandemic was the in-person networking. Most of us are "zoomed" out by now and miss the personal connections we previously made, face to face. A silver lining this year was being able to connect with paralegal associations across the state and country. During this time, many of us were also able to attend various events with other paralegal associations and many non-Angelenos were able to attend ours. For the first half of the year, LAPA exceeded in its goals and accomplishments. The

*continued on page 3*

in the United States. Our own U.S. Supreme court legalized same-sex marriage nationwide in 2015. However, issues regarding relationships and parental recognition, healthcare, identity documents, criminal justice and religious exemptions are still unresolved issues that the LGBTQ+ groups experience.

The political landscape concerning the LGBTQ+ has changed in 52 years. Twenty-eight (28) states, including District of Columbia have established laws protecting the rights of LGBTQ+ individuals. Twenty-two states and 4 territories have limited protection under the law with respect to the community. Transgendered individuals still face the greatest threat of discrimination in healthcare and society. In 2020, 44 transgendered people were killed in the United States and its territories. The work continues, when it comes to protections for LGBTQ+ groups. That is why LA Pride and awareness events are important in order raise awareness. We can help raise awareness through learning our unconscious biases. These are social stereotypes about certain group of people that we form outside of our conscious awareness. One way to help bring the light into are unconscious bias

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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.

and conscious bias is familiarizing ourselves with the philosophy called, "Ubuntu".

Ubuntu is an African phrase that literally means, "I am, because you are". It means that a person is a person through another person. It calls to our humanity and our interconnectedness. We become whole as a society when we are practicing the spirit of togetherness. That is why LA Pride and other LGBTQ+ events raises our awareness, celebrates our diversity and gives an opportunity to do it together as a whole, in order to eliminate a myopic worldview that separates us. When we are united as a community and society the fabric of inclusion becomes stronger and perpetuates change.

The diversity that LGBTQ+ brings to society is rich and vibrant culture. The openness and vulnerability that group show gives us hope, strength and inspires bravery. Below are tips on how to move toward allyship:

**1. UNDERSTAND PRONOUNS:** She/her, he/him and they/them – Pronouns are important to distinguish gender identity.

**2. PRACTICE UBUNTU:** Recognize the humanity in everyone, including LGBTQ persons. Speak with compassion and listen with empathy.

**3. CREATE A SAFE SPACE:** Most of the time what people in the community share stories that expose them in a vulnerable way. It is important to listen and give them a safe place to be their authentic selves. Listen with no judgments or opinions and keep it confidential.

## RESOURCES:

<https://www.latimes.com/podcasts/story/2021-05-16/anti-transgender-killings-united-states-record>

<https://www.lgbtmap.org/equality-maps/>

<https://news.harvard.edu/gazette/story/2019/06/harvard-scholars-reflect-on-the-history-and-legacy-of-the-stonewall-riots/>

*Susan Kastner is an intuitive teacher, family woman, and career professional that lives her purpose of serving others. She graduated from the University of La Verne in 2010 and served in La Verne's Legal Studies ABA Advisory Board until 2013. During her studies at La Verne, she served as the Legal Studies Student Association President. From 2013 through 2018, she took the time to focus her career as a paralegal. Currently, she works as a paralegal at Ericksen Arbuthnot. In her spare time, she is a life coach supporting, motivating, and encouraging women to integrate their power, their femininity and their beauty to ignite change so they can live on purpose.* 

## JUNE

- 1- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 1- **LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 8- **LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org)
- 8- **LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 8- **CAPA Certification Program, Insider Web Series and CCP Exam** – 6:30PM-7:30PM; Go to <https://register.gotowebinar.com/rt/7102913696796696332> to register & obtain login information.
- 8- **AI Seminar** – Becoming Iron Man - Moving from Science Fiction to Reality with Legal AI – 6PM-7PM; *Featuring Moneet Kohly, DISCO*; Register at <https://www.lapa.org/event-4203167>/Registration to obtain login information.
- 11 - **SDPA Virtual Lunch with Leaders** – 12PM - 1PM; ZOOM; Go to <https://sdparalegals.org/events> to register & obtain login information.
- 15 - **LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 17 - **LAPA & SFPA's 1st Annual Happy Hour Awards Night!** – 5:30PM - 8PM; Register at <https://sfpa.com/event-4330969>.
- 18 - **SDPA Virtual Lunch with Leaders** – 12PM - 1PM; ZOOM; Go to <https://sdparalegals.org/events> to register & obtain login information.
- 25 - **LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 26 - **CAPA June Virtual Conference** – 8AM - 5PM; Go to <https://caapa.memberclicks.net> for more information.

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

most significant accomplishments were providing free tutoring to our local paralegal programs, our pro bono fundraiser to help the Houston paralegal association, and our School Liaison Committee being recognized by the National Association of Legal Assistants (NALA). As we enter the month of June, we celebrate LGBTQ Pride month. LAPA recognizes the accomplishments and impact from LGBTQ community. The significance of pride month stems from the 1969 Stonewall Riots. Supporters and patrons of the Stonewall Inn in New York organized a protest to resist police brutality and persecution. The uprising marks the first moment in US history to outlaw discrimination against the LGBTQ community. It is amazing to see all the feats the LGBTQ community has accomplished as we continue to support uplifting LGBTQ rights.

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

## Are You Riding the Horse in the Direction It Is Going? How Inability to Change Can Bust Your Career.

*by Chere B. Estrin*

COVID 19. It is or was here and it may never or might go away. It's the great unknown. To say that this horrendous virus brought significant changes to our work and personal lives is clearly underrating it. Work life changed – working remotely is no longer considered taboo; flexible work schedules seem to produce more work product; that corner office is still yours but on rotation; and a tremendous amount of stress either remains or has decreased, depending on how you deal with it.

On the other hand, these changes have been happening for a very long time. Instead of the legal field's usual methodology of always being last on the band wagon when it comes to change, we just sped everything up. If you are someone who can adapt easily to change, you are in the winner's circle. If you can't, I have news: you are most likely going to be left behind. And that, my friends, amounts to nothing less than career suicide.

Recently, I have been in the midst of career changing drama with a few candidates. And I mean drama. I have witnessed legal professionals who refuse to change with the world, who turn a blind eye and deaf ear to today's workplace and consequently, have suffered setbacks. Of course, there are many who change easily, and I have seen their careers soar.

The other day, I placed a senior attorney at a very large non-profit organization. The company was seeking a Director/Corporate Secretary. When the candidate accepted, there were congratulations all around. Everybody is happy – the non-profit, the candidate, and my team. That is, until the procedure for reference checks came about. About 30 years ago, the candidate had been a Sr. Partner in two major law firms. She left the major firms and went to work in non-profits as a Corporate Secretary and in fund raising. Her work background seemed stable and quite a fit for this position. *continued on page 4*

In today's market, almost all organizations and firms have strict policies regarding background checks. The candidate at first provided three references. Now, I will tell you how I feel about those type of references. Sure, they are necessary. But who on earth is going to provide a reference who will bad-mouth you? I mean, really. In all the time I have been working, I have never witnessed any candidate say, "Gee, let me give Jane Doe as a reference. She really hated me." Not going to happen. So, I always take those references with a grain of salt. They do give some insight as the candidate's skills and abilities but you never hear anything like, "Well, when she cite-checked, she always screwed up." And in particular, in this day and age of litigation, no employer will give a bad reference. Instead, they only give name, dates of employment and whether the candidates are eligible for rehire. To say safe from potential litigation, they instruct their employees on pain of walking on ground glass, to never give out a reference. Those are usually done on the sly.

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*"In all the time I have been working, I have never witnessed any candidate say, "Gee, let me give them Jane Doe as a reference. She really hated me."*

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Anyway, as we progressed, things started to get prickly. The non-profit was going through its' normal background check and asked for verification of good standing in the Bar; diplomas; and were checking every employer listed going back about 10-15 years. I started getting threatening emails from the candidate that they were going to pull out if this didn't stop immediately. Never, she said, had she had to go through such disrespectful procedures. She felt that she had an established career and no one should be checking that thoroughly. She was outraged. In an email to me she said, "I am being treated like a low-level healthcare worker." WHAT? I let her know that her ego was getting in the way and she had to let go. She was not better than anyone else and what was being asked was standard procedure for every candidate. Clearly, we are talking about a huge ego, bias and perhaps prejudice. It was an 'I am better



than thou" attitude. I did let her know she had to curb her ego if she wanted this job. She's behaving like this on a routine background check? Oh, god. A few days later, I got this:

"This has become a three-ring circus and has nothing to do with my ego. Today I was told I had misrepresented my position at [Acme Company] and was asked to explain the discrepancy, and was then asked for copies of my two degrees from undergrad and law school and verification that I am an active member of the Bar in good standing. This was followed by [the HR Manager] asking me to let her know when I had given notice to my current employer so she could call my current manager and ask about me." Huh??

Are we talking about someone who is extremely out of touch with today's market? In the "old days", you could practically get a job based on three references you chose to give and a handshake. That was 30 years ago. Today, almost all substantial employers will ask the same background procedure of each candidate. Additionally, she wanted me to apologize for being straight with her.

I explained to her that the world has changed. Checking the Bar to see if the candidate is in good standing relates to seeing if there are any disciplinary actions. Checking dates is standard procedure. I once had a candidate who said she had been at a

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firm for 12 years when in fact she hadn't been there for a year. I also knew an attorney who was in three major law firms. A couple of months after starting the third firm, he was fired because he had lied on his resume. When asked, he said, "Yep. I lied on my resume." He just finally got caught.

A candidate has their current position referenced checked after they give notice to find out if indeed, the candidate performed the duties stated on the resume. Many people simply copy a job description. That does not mean that you actually performed those duties. Diplomas in lieu of transcripts are asked for as some college offices remain closed. Transcripts are required to see if the candidate placed where they said they did: i.e., magna cum laude, etc. Many times, what is stated on the resume is not exactly kosher, partner or not, major firm or not.

All of this was to no avail. A day later, the candidate emailed me to say that she was being "disrespected" and that everyone should know she was a successful career person. She withdrew her acceptance of the offer.

Unfortunately, when I explained this to the non-profit, they held me responsible for someone with an inflated ego, bias and mostly, that the candidate was not in touch with today's world. She had failed to change over the years. Sadly to say, they informed me that they were no longer going to use our services. I guess you could say I was fired. Nothing like shooting the messenger. Should I have found out about things such as inflated ego, prejudice and arrogance coupled with a strong resistance to change with the world? Not a pretty picture and I am not quite sure if there is a test for that.

Recruiters are responsible for presenting qualified candidates. We do not choose the candidate. The employer chooses the candidate. The Recruiter does not choose for them. Recruiters are responsible for seeing that the candidate has the right skills, background, personality and desire to have the job. We are not responsible for emerging personality problems. We are not psychologists and do not have the power to change someone or to predict the future.

While this is one of the more extreme cases of failure to change, I have had other experiences with

employees, temps and candidates. Recently, a temp was told by the Firm that her predecessor, "Lakesha" left unexpectedly. The temp says, "Lakesha? Was she black?" Oh, geez. Not only are we talking about inappropriate remarks, bias and prejudice, we are talking about failure to change out-of-date and harmful attitudes. The temp was removed from the job immediately.

On a less severe topic, I frequently come across litigation paralegals who refuse to stay on top of technology and then wonder why they are not getting a job. Relativity is the software of choice in just about every firm. I hear candidates say over and over that their firm does not use it, will not train them but they expect to find a new position and get trained by the new employer. Uh, uh. Employers have changed. They no longer have the time nor the people power to train someone from the very beginning. They expect you to land in the job ready to go. Yet, these candidates want to blame their firms for their lack of expertise and that they are stuck. All you really have to do is to go to the Relativity website and take their free training. Change your attitude and your victim mentality and change your life. End of story. By having some independent thinking, you can find a great opportunity for a new position and most likely, better pay if you agree to change.

Bottom-line is, if you want to succeed in this market, you have to have changed with the world. Out-dated attitudes, beliefs and prejudices do not make good employees. Turnover among change resisters is high and ability to get a new job, minimal.

### HOW DO I CHANGE? 9 EFFECTIVE TIPS

- Recognize the areas where you need updating. Ask a colleague, a friend, a family member – someone who will be truthful. Stay open to suggestions and criticisms. It's possible your friends have not said anything in fear of hurting your feelings. Just ask them to spill the beans.
- Take a good solid look at the job market. Review job descriptions on the job boards. Are your qualifications equal to what is being asked of candidates today? If not, time to get crackin'.
- Read, read, read, listen to the news. We are so into instant gratification these days i.e., Instagram,

*continued on page 6*

Twitter, short emails, etc., that we are not reading or listening in depth anymore. Find out about new acceptable social trends, what is considered right and what is considered wrong and change. Honestly, you will probably have more friends and get a better job. Now, there's a concept.

- Drop the ego. Inflated egos are not acceptable even for the highest-ranking partners and corporate officers. It just doesn't fly anymore. You cannot be expected to be a team player – which is what it is all about today – if your ego is inflated. You will continue to think you are better than anyone else. I've got news for you.
- Go along with new requirements in the job market. This is no longer your mother's workplace. Jobs are not given based only on your resume and sealed with a handshake. I once lied about my age years ago when to be asked your age on the application was an acceptable practice. I said I was 25 when I was 19 because you had to be 25 in order to get bonded. No one was checking. Boy, have things changed. Now, you can't even mention age in any manner.
- Plan for change. The old saying, "the only thing constant is change" could not be more true.
- Help others. Chances are, you're not the only one who feels uncomfortable with change in the workplace. If you can take the focus away from

your own situation and direct it toward someone else's, it will help you cope.

- Embrace new opportunities. Change often translates to possibility for those who are willing to embrace it.
- Accept rather than resist. Ultimately, the most important thing to do to cope with workplace change is to acknowledge it. Recognizing and accepting change is one of the first steps toward managing it.

Change in the workplace is here to stay. While it can be disruptive and uncomfortable, there are benefits to change, like promoting the development of new skills and bolstering innovation. With the right attitude and a specific set of actions, you can find the opportunity in any situation. Learn to embrace change, and you'll start to appreciate it for what it is: the chance to grow.

*Chere Estrin is the CEO of Estrin Legal Staffing, a top national and international staffing organization and MediSums, medical records summarizing. She is the Co-Founding Member and Vice-President of the Organization Legal Professionals providing online legal technology training. Chere has written 10 books on legal careers, hundreds of articles and has been written up in publications such as the Los Angeles Times, Chicago Trib, Newsweek, Entrepreneur, Above the Law and others. Chere is a recipient of the Los Angeles/Century City Women of Achievement Award, a finalist for the Inc. Magazine Entrepreneur of the Year award and a Los Angeles Paralegal Association Lifetime Achievement Award Recipient She is a former administrator at an AmLaw 100 firm and Sr. Vice President in a \$5 billion company. She can be reached on Sundays from 3pm-5pm. Reach out at: [chere@estrinlegalstaffing.com](mailto:chere@estrinlegalstaffing.com). *



**CALIFORNIA ALLIANCE OF PARALEGAL ASSOCIATIONS CAPA**

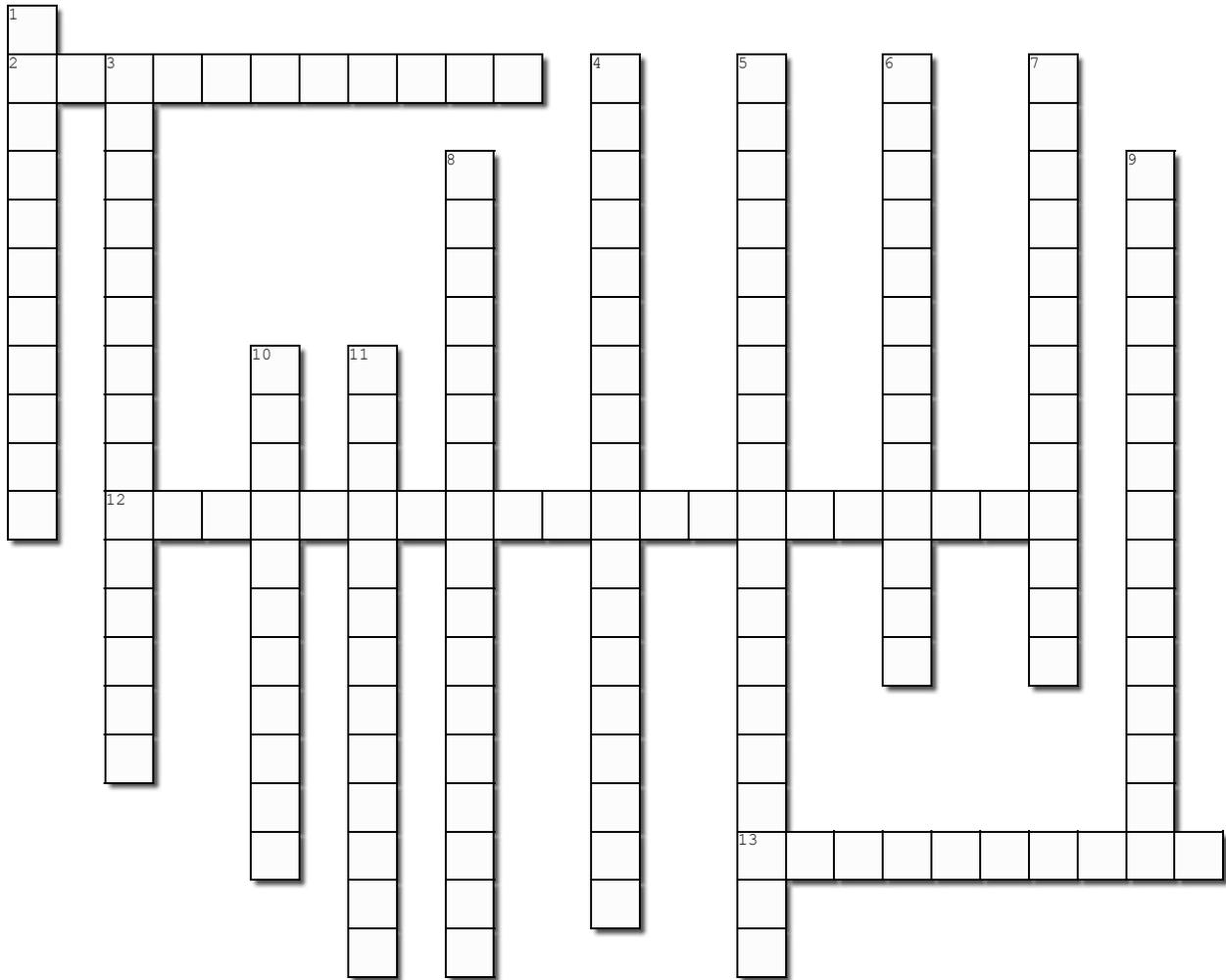
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# 33rd Annual June Conference

JUNE 26, 2021  
8:00 AM TO 12:30 PM  
**REGISTER TODAY**

# Complete the crossword puzzle below and learn about pioneers in LGBTQ history in this Pride and Caribbean-American Heritage Month of June!



**ACROSS**

- 2 He broke the code for the Nazi Enigma machine.
- 12 2015 Supreme Court decision granting and recognizing same-sex marriages.
- 13 America's first female astronaut and a space shuttle robotic arm operator.

**DOWN**

- 1 One of the nation's first openly gay elected officials, he served on the San Francisco Board of Supervisors in 1977.
- 3 The first female U.S. Surgeon General, born in Puerto Rico.
- 4 The first Secretary of the U.S. Treasury, born in Nevis.

**DOWN cont.**

- 5 First transgender woman who was to become widely known in the U.S. for having sex reassignment surgery.
- 6 First lesbian and first out member of the LGBTQ community to be elected to the U.S. Senate in 2012.
- 7 The chief organizer of the 1963 March on Washington.
- 8 World famous fashion designer, born in the Dominican Republic.
- 9 Antigua and Barbuda writer whose first published novel was 'Annie John.'
- 10 Black lesbian feminist writer and a contemporary of James Baldwin.
- 11 Writer who incomparably illuminated the experience of being both gay and black in America.



## 3 Strikes – You're Out!

### Recommendations to Court to Address Custodial Interference & Coercive Control (Alternately Relationship Estrangement and Interference) Consequences and Applications

by Joan T. Kloth-Zanard, MFT, ADA, GAL, RSS, ABI, LC,  
Executive Director & Founder of PAS Intervention and  
Catherine MacWillie, Retired LAPD & CEO Custody Calculations

Custodial Issues between parents weighs heavily upon everyone, but is most tragic and difficult for the children. Children do not have the emotional or mental maturity to deal with this. In fact, the human brain does not stop growing until age 25. It is why children are not allowed to vote to age 18, drink or buy cigarettes to age 21 or rent a car until age 25 or older. Thus, even young adults are apt to not be able to handle the stressors of a high conflict separation/divorce between their parents. For this reason, it is imperative a cohesive parenting plan protecting the children from the anger and hostility of their parents be put in place. For the purpose of this program, a parent is defined as any person with rights of guardianship. This program is NOT for child support issues!

Court is no place for parents to spew their hatred and anger at each other. That is what counseling and therapy is for. Instead, court is where the best interest of the child should be recognized and handled. When a parent continues to use the court system to attack and destroy the other parent, both can lose sight of what is really important, their child's mental and physical wellbeing. These parents are so overwhelmed with their own anger, hatred and rage that it is up to the court to put a stop to it and only allow what is in the best interest of the child.

Dr. Edward Krup says it is 'primarily concerned with their essential needs, helping children grow and develop, and achieve their capabilities to the maximum extent possible. Needs are the nutriment or conditions essential to a child's growth and integrity, and for every need there is a corresponding

responsibility." Kruk, Edward, Psychology Today, 02-22-2015: <https://www.psychologytoday.com/us/blog/co-parenting-after-divorce/201502/what-exactly-is-the-best-interest-the-child>

Why are penalties so important? When it comes to delving out instructions, orders or recommendations, if there are no penalties or consequences for violating the rules, then the parent sees this as a win because they know they can get away with it and not get in trouble. In other words, it is like a slap on the wrist with words and no actions. If a child got caught bullying and let go with no remedy, what is going to keep them from not doing it again? Consequences!! This is why penalties, that will cause the offending person to comply, are so necessary. Without them, the parent and child know they can do what they like and not be held accountable. But what is worse, is the child is taught to disrespect authority, thus possibly turning them into little narcissists or people with anti-social behavioral problems.

Though court is not a game, it seems many parents come into the system with the attitude of winner takes all and that this is a game of who can get the most. This adversarial attitude has to stop. We are supposed to be setting a positive example for the children about sharing, caring, giving and taking appropriately. How is this winner take all mentality

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**JUNETEENTH**  
**A Day of  
Recognition  
Restoration  
Celebration**

Juneteenth is a holiday commemorating the emancipation of enslaved people in the United States. It started in Galveston, Texas, and is now celebrated every year on June 19th across the United States.

of benefit or best interest to the child? But it seems that this is the only language that some parents hear, so let's give them the stakes for this game. Mess up 3 times during this program by impeding custodial time, or relationships and you are out.

Below is a program we believe can help with this problem. We welcome suggestions and ideas to enhance this project. We want to provide safe environments for parents and get the parents the help they need to stay focused and on task with what is truly important, their child's mental, emotional and physical wellbeing.

This program is to be used in combination with a therapy treatment plan, parenting plan and PARQ, which ideally has a plan with milestones, incorporated in detail. As no one treatment plan or modality will work for all families, we recommend various modalities that can be tried, with a focus on family systems style of counseling. The key to these modalities is the use of Structural Family Therapy and Family Systems Therapy, which are based upon the dynamics of a family. As family issues tend to be co-created off each family member, the importance of appropriate specialized family therapy cannot be understated.

One Caveat: It does not matter what we call this type of abuse, what we know is that it is a documented fact that Traditional Family Therapy (TFT) does NOT work in cases of Parental Alienation or Custodial Interference or Coercive Control or Hostile Aggressive Parenting. It is counterintuitive. Despite a therapist or professionals' extensive education, the treatment protocol is contrary to their common-sense education or intuition. TFT gives control and power to the child. But the child is controlled by the other parent/alienator thus it keeps the alienating parent in control. The targeted parent needs to be given back the control and authority that has been usurped by the alienator to maintain control.

This program is a set of milestones based on a 12-week time frame with only 3 chances to not comply or impede the relationship between the child and the other parent. If followed with no issues, it allows for 84 days of healthy relationship rebuilding. Four Progress reports will be conducted during this program, and if necessary, each with visitation consequences based

on the level of interference. Periodic status hearings will be held for the parents to update the court on the success or non-compliance of abiding by the court's orders between the start and conclusion of the 12-week program and each status hearing. Each time there is a violation or a strike, the 12-weeks of monitoring will start all over.

The program will be considered temporarily closed at the end of the 12-weeks' time when both parents mutually agree; and the court approves that the parents have successfully completed the program; and that neither parent has impeded with the courts orders or violated the courts orders in a 12-week time period. At any point after the 12 weeks, if a parent violates the orders, the 12 Strikes can become activated again. Post the 12 weeks, periodic reviews will be scheduled to ensure the parents compliance. These periodic reviews will be determined by the courts.

### PROGRAM EXPLANATION

To ensure the best interests of the child are met and court orders are followed, a Penalty Program needed to be created. This program called 3 Strikes YOU'RE OUT! should be used in combination with a therapy treatment plan, parenting plan and the PARQ. The point of this program is to help the courts easily determine if a parent is willing to co-parent and encourage a healthy relationship between

*continued on page 10*



the children and the other parent and determine if alienation exists and at what level. IT ALLOWS FOR ONLY 12 WEEKS AND 3 CHANCES FOR A PARENT TO COMPLY.

Because this family is already entrenched in the court system, it is hence forth clearly stated going forward that either parent interfering, impeding, obstructing the court order or the relationship between the child and the other parent, without permission of an outside authority, will suffer a reduction in “custody” (defined as parenting time with the child), incur supervised custody only or lose custody partially for a duration of time commensurate with the severity of the situation or lose custody entirely.

ONLY THIS SINGLE WARNING IS GIVEN. Any increase or decrease in custodial time due to visitation INTERFERENCE will be enforced. Any action seen as a parent’s attempt to test this program will be considered a strike against the offending parent.

This program and its expectations, actions and consequences will be taken seriously as this is about the best interest of the child to have a healthy relationship with both parents.

The offending parent shall be held accountable for the actions of the child while in the care of the other parent and shall be cause for reduction in time with the child until visits occur without incident, including all types of communications.

The offending parent shall be held accountable for their actions. Actions which an offending parent will be held accountable for include but are not limited to, not leaving the area after drop-offs, disparaging the target parent to professionals, clergy, teachers, community members and extended family with or without the child present, saying things to scare the child about visiting the other parent, bringing children into court, taking the children to the doctor without informing the other parent beforehand, sharing court documents with the children, having the children counseled by your attorney, placing protective orders against the other parent or members of their family, having other people place protective orders against the other parent, contacting the children during the target parents parent time.

## DETERMINING STRIKES

A Strike will be determined either utilizing the expertise and services of Joan Kloth-Zanard’s Advocate For Families or by a Guardian Ad Litem, Evaluator, Therapist, or Other professional assigned to the case who is Certified, Trained and Vetted as a in Parental Alienation, Custodial Interference, Coercive Control and Hostile Aggressive Parenting Expert, and who has a minimum of 40 CEU’s in Parental Alienation, in Custodial Interference, Coercive Control and Hostile Aggressive Parenting. The person who is put in place to do this will be given power of binding arbitration with the parents on any emergent best-interest-of-the-child issues that may arise during this time frame. This eliminates or reduces situations that could increase the hostility that often occurs between opposing parental sides. They may be tasked with power other powers to assist the parents in co-parenting as well as the therapeutic process. They will then report this back to the judge/courts during the status conference for

*continued on page 11*

### NALA The Paralegal Association Certification Corner

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[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

appropriate consequences to be ordered. But if the courts are worried about Due Process rights, then the Judge can allow emergency ex-parte motions for the violations to be heard immediately, thus preventing due process rights claims.

### CONSEQUENCES OF OFFENSES

If there is any type of contempt or offense violation during the 12-week program, the offending parent is to pay 100% of all counseling sessions in advance or counselor is granted approval to garnish parent's wages in advance to ensure proper and timely payment for counseling sessions. For each strike, 4 weeks is added onto the 12 weeks.

1. First contempt or offense – 5-days consecutive with the targeted parent, with restricted visitation and communication with offending parent. Alternatives include 5 days of community service with children who have no parents, \$200 fine or a combination of all.

2. Second contempt or offense – 15-days consecutive with the targeted parent, with restricted visitation and communication with offending parent. Alternatives

include 15 days of community service with children who have no parents, \$600 fine or a combination of all.

3. Third contempt or offense – 45-days consecutive with the targeted parent, with restricted visitation and communication with offending parent. Alternatives include 45 days of community service with children who have no parents, \$1800 fine or a combination of all.

4. If the 12-week report shows little or no change in behavior,

a. Target parent is to be awarded all fees and associated costs for bringing motions and filings to the court's attention (including but not limited to filing fees, attorney fees, court appointed official fees – parenting coordinator, GAL, counselor).

b. Target parent will be awarded temporary full-custody while the offending parent continues in the counseling program as determined by the mental health evaluator and therapist/

*continued on page 12*



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## Survival After a Disaster

by Terry L. Wright, ACP, LAPA Director  
CLE Compliance Chair; Pro Bono  
& Community Benefit Chair,  
Parliamentarian

After several years of excellent service, Public Counsel said thank you and good bye to its distinguished President and CEO, Margaret Morrow. However, when one door closes, another opens. That said, Public Counsel will continue its mission to “protect the legal rights of disadvantaged children; represent immigrants who have been the victims of torture, persecution, domestic violence, trafficking, and other crimes; and foster economic justice by providing individuals and institutions in underserved communities with access to quality legal representation,” and recognizes Monica Almadani Ranirez as its new leader effective May 29, 2021.

During Ms. Morrow’s presidency, Public Counsel provided legal services to over 90,000 low-income individuals and families. President Morrow was a leader with respect to equity and inclusion and spearheaded multiple victories for Public Counsel. To name just a few of her accomplishments she led the way to favorable legalization of street vending and pathed the way for the creation of the Audrey

Irmas Project for Women & Girls’ Rights which will ultimately assist dozens of women in the event of sexual discrimination in an educational environment and in the workplace. She also prevailed in such cases as the U.S. Supreme Court’s decision preserving the deferred action for child arrivals (“DACA”) program and the Sixth Circuit’s landmark decision recognizing the existence of constitutional rights to a basic minimum education ensuring literacy.

Please join LAPA in thanking Ms. Margaret Morrow for her service and accomplishments and welcoming Public Counsel’s new leader, Ms. Monica Almadani Ranirez, as she continues to guide the organization in serving the underprivileged and disenfranchised in and around Los Angeles!

*Terry Wright, ACP, currently serves as a LAPA Director, was past LAPA President (2 terms), and has previously served LAPA in various capacities such as Vice President of Membership & Policy, NALA Liaison, October Conference Chair (multiple years), Pro Bono Chair, and was an instructor for LAPA’s CLA (NALA) courses. Ms. Wright has worked in the legal industry for over 30 years and is currently employed by Dignity Health, a nonprofit health care corporation, and has provided service to in-house counsel in support of the Dignity Health owned and operated hospitals for over 20 years. Her primary practice area involves providing Dignity Health’s hospitals with effective physician, non-physician, and system-wide related contracts in efforts to meet the daily operational needs of Dignity Health hospitals and affiliate entities. She achieved her Bachelors of Science Degree in Business Management, with honors, from The University of Phoenix, Inc. Ms. Wright earned her paralegal certificate from California State University, Bakersfield. Thereafter, she attained her NALA Certification and subsequently earned an Advanced Paralegal Certification in Contracts Administration/Contracts Management from the National Association of Legal Assistants (“NALA”).* 

### FAMILY LAW SECTION - cont. from page 11

counselor, and until such time that a panel of 3 professionals determines that the parent has done the work in counseling and modified their behavior, and then supervised or unsupervised visitation will be determined.

c. Intensive Reunification Therapy should be ordered with the Offending Parent paying 100% of the cost. Please contact PAS Intervention for a list of recognized and approved Intensive Reunification Therapy Programs and therapists via [Info@pas-intervention.org](mailto:Info@pas-intervention.org)

5. Again, if the family makes it through the first 12 weeks without incident, and then one of the parents violates the courts orders or impedes, the 12-weeks begin again.

*Joan T. Kloth-Zanard, GAL, RSS, ABI & LC is an expert in the fields of Parental Alienation, psychological abuse, intervention strategies, and techniques and strategies for moving forward and rebuilding a life after a traumatic event, or series of traumatic events. The reality is that most people don’t get to choose the things that happen to them. Hopefully though, they will arrive at a point in time where they are able to choose to be pro-active about what they want for their future. Joan has a passion for helping people recognize that point in time and then providing them with ongoing support and guidance to help them keep moving forward. She is an active advocate for victims and speaks to legislative bodies about the programs, services, and funding victims rely on for support while they journey to reclaim their lives. She also serves as a Guardian Ad Litem and is assigned by the court to cases where a minor child’s interests and rights are at risk. Joan is the author of “Where Did I Go Wrong? How Did I Miss The Signs? Dealing with Hostile Aggressive Parenting and Parental Alienation,” a contributing Editor in “Broken Family Bonds: Poems and Stories by Victims of Parental Alienation,” and continues to provide free, one-on-one, 24/7, international, online, email, and text messaging support to victims.*

For more Information you can visit her website: [www.PAS-Intervention.org](http://www.PAS-Intervention.org) or contact her at [PASIntervention@aol.com](mailto:PASIntervention@aol.com). 

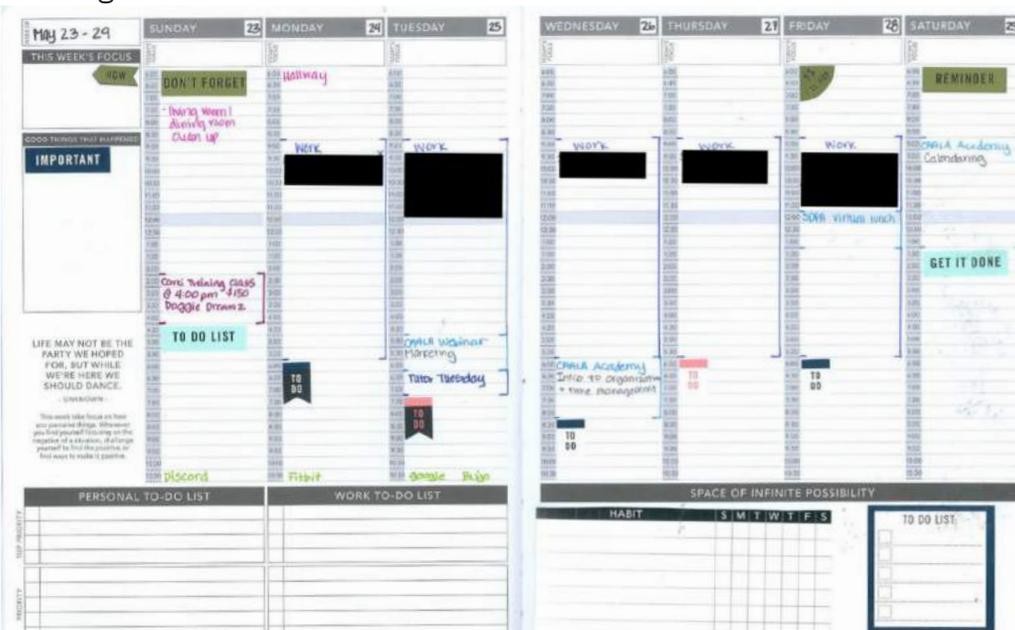


## Organization Tips Series: Passion Planners

by Samantha Burns – LAPA Director

I honestly thought my organization tips series had met its end in March 2021 but I was wrong! I realized that a few people in my own firm and outside of my firm asked me how I was able to keep track of my attorney's hearings and all the litigation deadlines without having my firm's digital calendar in my face at all times. I have one solid rule when it comes to my cellphone. Only Slack (the instant messenger) and the ATTO (clock in/clock out application) are to be on my cellphone. I will not have my firm email address on my phone because I wanted a clear separation between personal and work life.

My answer was Passion Planner (which you can find here: <https://passionplanner.com/>). Here's why I use a Passion Planner: there is a clear division between a work to do list and personal to do list. There's also dates and time of where the events or hearings are taking place. I also use it to keep track of my upcoming events such as NALA webinars, LAPA webinars, SDPA events, CAPA events, and so on. There's two different style of Passion Planners: weekly and daily. I use the weekly ones as the one showing below:



This is my weekly Passion Planner where I set it up to how I like it and this photo is of it when I have not added my to do for the week onto it (for ethical reasons). I prefer paper planners as opposed to digital ones because it's easier to recenter myself after a long day at a computer and playing my electronic video games to have something that my hands can touch. In the black boxes, those are what I have for that week that's either due that week for the firm and/or the hearings or client meetings for that week. I split my planner's to dos into "daily" and "weekly" that way it's easier to divide some on the spot tasks that I could wait until later the week to be done within the same week. I also have my personal life as well noted. But everything IS color coded for me by my system. So I have bills in light green, my dog's appointments and classes in dark pink, chores in pink, paralegal related in light blue, LAPA stuff in dark blue, and my work in blue as seen in the photo. Everything is in one place and I can judge for myself whether if I have time to take my dog to a dog park after work or before work or what I want to do before and after work. I keep my routine a bit sharper with this neat tool.

If you visit the website in the link I've provided earlier, you will find many more examples of how people use Passion Planner to enrich and improve their lives and how they use it for different thing. I use it in my simple manner which is keeping track of my to do lists and my habits that I want to develop. There are other planner methods such as Bulletjournal.

Hope that helps you all!

*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. *



## 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 month of June celebrates the contributions of Caribbean Americans, LGBTQ persons, and Juneteenth. Check out a few online events and a new podcast to enjoy and celebrate the month.



### STEP AFRIKA! JUNETEENTH VIRTUAL CELEBRATION

Step Afrika! was founded in 1994 by C. Brian Williams and is the first professional company dedicated to the tradition of stepping. Under Mr. Williams' leadership, stepping has evolved into one of America's cultural exports, touring more than 60 countries across the globe, and the company now ranks as one of the top ten African American dance companies in the United States. Step Afrika! returns to the virtual theater with their Juneteenth celebration, commemorating June 19, 1865. Register at [https://stepafrika.secure.force.com/ticket/?\\_ga=2.243230338.1264953226.1622965089-1210855169.1622965089#/events/aOS0h0000TzldbEAB](https://stepafrika.secure.force.com/ticket/?_ga=2.243230338.1264953226.1622965089-1210855169.1622965089#/events/aOS0h0000TzldbEAB) for their free Juneteenth performance, premiering on Facebook and YouTube on Saturday June 19, 2021 at 5:00 p.m. PST/8 p.m. ET.



### CARIBBEANLENS INTERNATIONAL FILM & ART FESTIVAL & SALUTE TO HOLLYWOOD AWARDS

This film festival celebrates the blending of the Caribbean and American cultures and talent to create unique and outstanding work and to raise global awareness of the new renaissance of filmmaking and music production that the Caribbean region is currently experiencing. Register at <https://caribbeanheritage.org/art-festival-registry/> for the free event which takes place (virtually) on Thursday, June 10 & Friday, June 11, 10:00am-3:00pm PT/1:00pm-6:00pm ET.



### TRANSLASH PODCAST

Award-winning journalist Imara Jones hosts TransLash, a podcast where trans people and allies talk back about what matters most and discuss how to create a fairer world for all. TransLash Podcast with Imara Jones is a Spotify #2020Wrapped Honoree and a 2021 WEBBY Awards nominee. <https://translash.org/podcast/>

*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. *



## Celebrating the Caribbean Culture

by Arshia Sajedi, MBA – LAPA  
Newsletter Committee

The following Data/Information is from the US Department of the Interior:

In June 2021 Caribbean American Heritage Month is celebrated. West Indian Americans or Caribbean Americans are Americans who are from, or have at least one ancestor from the lands of the Caribbean, including Caribbean South America. The Caribbean is a region that consists of the Caribbean Sea, its islands and the surrounding coasts. The region is southeast of the Gulf of Mexico and the North American mainland, east of Central America, and north of South America.

First Africans from the West Indies who arrived in the United States were slaves brought to South Carolina in the seventeenth century, primarily from Barbados and settled in South Carolina. These slaves, many of them born in Africa, number among the first people of African origin imported to the British colonies of North America. This text has been taken from [www.cute-calendar.com](http://www.cute-calendar.com)

Caribbean American Heritage Month was established to create and disseminate knowledge about the contributions of Caribbean people to the United States.

In the 19th century, the U.S. attracted many Caribbean's who excelled in various professions such as craftsmen, scholars, teachers, preachers, doctors, inventors, comedians, politicians, poets, songwriters, and activists. Some of the most notable Caribbean Americans are Alexander Hamilton, first Secretary of the Treasury, Colin Powell, the first person of color appointed as the Secretary of the State, James Weldon Johnson, the writer of the Black National Anthem, Celia Cruz, the world-renowned "Queen of Salsa" music, and Shirley Chisholm, the first African American Congresswoman and first African American woman candidate for President, are among many



2004 Ms. Claire A. Nelson, Ph.D. launched the official campaign for June as National Caribbean American Heritage Month in 2004

2005 The House passed the Bill for recognizing the significance of Caribbean Americans in 2005.

2006 A Proclamation making the Resolution official was signed by the President in June 2006.

Ninety percent of Caribbean people came from five countries: Cuba, Dominican Republic, Jamaica, Haiti, Trinidad, and Tobago.

The largest Caribbean communities are located in New York, Florida, Georgia, Maryland, Washington, D.C., Pennsylvania, Massachusetts, Texas, and California.

Caribbeans excel in a variety of professions, and now occupy positions as politicians, teachers, doctors, and scholars, etc

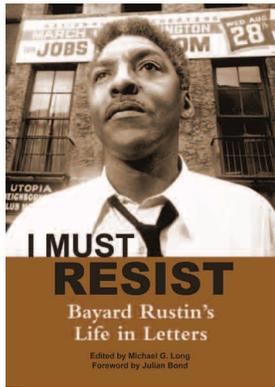
Caribbean Cuisine is a fusion of African, Creole, European, Latin American, Middle Eastern, and Asian influences. Popular dishes reflect the cultures that have influenced the region. The most common ingredients are rice, plantains, beans, coconut, sweet potatoes, cassava, and tomatoes. They are prepared with various local meats and spices.

Conch Ceviche is made with conch meat as the key ingredient. It typically consists of conch meat, tomatoes, red onion, scotch bonnet peppers for heat, and diced mango for a small touch of sweetness.

*continued on page 16*

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

by Deena Bowman – LAPA Director



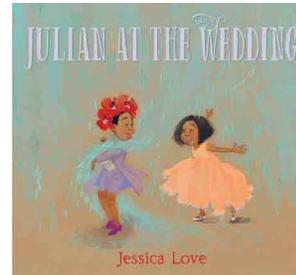
## I Must Resist: Bayard Rustin's Life in Letters

Edited by Michael G.  
Long

Even though Bayard Rustin was pivotal to the civil rights movement, including organizing the 1963 March on Washington for Jobs and Freedom, he is not nearly as well-known as others in the movement. This collection of Rustin's letters edited by Michael G. Long, aims to set straight the record on his enormous influence. The collection of 150 letters, arranged chronologically, reflects Rustin's resistance to racism in the U.S. and anticolonialism in India and Africa. His politics (socialism) and sexual orientation (homosexual) compelled him to stay in the background of the American civil rights movement. He was an adherent of nonviolence even as he aggressively pushed for change through protests, boycotts, marches, rallies, sit-ins, and other tactics, which sometimes put him at odds with others in the movement. Long precedes each letter with historical context to reflect the state of national and world affairs from 1944 to 1987,

reflecting Rustin's own personal life as well as he writes of music, art, books, and his struggles with his sexual identity. Among his correspondents were Martin Luther King Jr., A. Philip Randolph, Ella Baker, President Eisenhower, the New York Times, and J. Edgar Hoover.

*2012, 516 Pages. 8 unnumbered pages of plates: illustrations. City Lights Books. \$19.95 Paperback. Also available for checkout from the Los Angeles Public Library.*



## Julian at the Wedding by Jessica Love

“A wedding is a party for love,” as stated in Jessica Love's children's book, *Julian at the Wedding*. But for Marisol, who is a participant in the wedding, an unfortunate mishap threatens to mar the perfect day. Can her new friend, Julien, make everything all right? Love's whimsical illustrations further enhance this charming story of how love and friendship take all magical forms.

*2020, 40 Pages. Candlewick. \$16.99 Hardcover. Also available for checkout from the Los Angeles Public Library in book, e-Audiobook and e-Video.*

*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. [uwlax.edu](#)*

## CARIBBEAN AMERICAN HERITAGE MONTH - cont. from page 15

Conch Ceviche is made with conch meat as the key ingredient. It typically consists of conch meat, tomatoes, red onion, scotch bonnet peppers for heat, and diced mango for a small touch of sweetness.

Mannish water is a famous Jamaican soup made from goat offal (legs, head, intestines, testicles) combined with yam, coconut, green bananas, dumplings, and hot peppers. There are variations of the dish where white rum is added into the soup to enhance its flavors further.

Planter's Punch is a famous cocktail made with dark Caribbean rum, grenadine, sugar syrup, and fresh juice from oranges, pineapples, and lemons. All ingredients are shaken with ice, then poured into a

large glass. The cocktail is topped with Angostura bitters and garnished with a pineapple wedge and a cocktail cherry

Callaloo is a super-popular Caribbean side dish of West African descent, made from green, leafy veggies (amaranth, taro, xanthosoma), steamed and seasoned with salt and other spices.

The music of the Caribbean reflects the multi-cultural influences that have shaped the Caribbean and African people. The Caribbean people brought music, such as bachata, cadence rampa, calypso, chutney, compas (kompa), cumbia, dancehall, filmi, Latin trap, méringue, merengue, parang, ragga,

*continued on page 17*

rapso, reggae, salsa, and zouk, which has a profound impact on U.S. popular culture

Football (Soccer) is the most popular sport in almost all Caribbean countries.

Caribbean literature is divided into Spanish, French, and English-language literature, which are rooted in the literary traditions of Spain, France, and Britain.

The annual celebration of the Carnival is an integral part of Caribbean culture.

Caribbean Americans come together to celebrate their heritage through many activities such as dancing, sharing traditional meals, festivals, parades, concerts, and observing and appreciating their rich history.

#### DATA SOURCES

-H.Res.425 - Recognizing the significance of National Caribbean American Heritage Month - <https://www.congress.gov/bill/116thcongress/house-resolution/425/text>

-American Community Survey (ACS) - <https://www.census.gov/acs/www/data/datatables-and-tools/subject-tables/>

-Caribbean Immigrants in the United States - <https://www.migrationpolicy.org/>

-West Indian Americans - [https://en.wikipedia.org/wiki/West\\_Indian\\_Americans](https://en.wikipedia.org/wiki/West_Indian_Americans)  
Caribbean American Heritage Month - <https://caribbeanmonth.org/>  
-Most Popular Caribbean Foods and Beverages <https://www.tasteatlas.com/100-most-popularfoods-in-caribbean>

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

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ASSOCIATION  
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## Potluck Casserole

Submitted by Susan Kastner – LAPA Director

### INGREDIENTS

- 8 oz. pkg. noodles
- 1 lb. ground beef
- 2 tbsp. butter
- 1 tsp. salt
- 1/8 tsp. pepper
- 1/4 tsp. garlic salt
- 1 (8 oz.) can tomato sauce
- 1 c. cottage cheese
- 1 c. sour cream
- 3/4 c. shredded cheese, cheddar

### DIRECTIONS

Cook noodles, rinse and drain. Brown meat in butter, add salt, pepper, garlic salt, and tomato sauce. Simmer for 5 minutes. Combine cottage cheese, sour cream, and noodles. Layer in casserole dish alternately with sauce. Top with shredded cheese. Bake at 350 degrees for 20-25 minutes. 🍳

## Have a Favorite Recipe?

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



## Lemon Pound Cake

Submitted by Francisco Gutierrez – LAPA Director

### INGREDIENTS

- 2 cups white sugar
- 2 cups all-purpose flour
- 5 eggs
- 1 cup shortening (such as Crisco®)
- 5 tablespoons whole milk
- 1 tablespoon vanilla extract
- 2 teaspoons lemon extract
- 1/4 teaspoon baking powder

### DIRECTIONS

**Step 1** - Preheat oven to 325 degrees F (165 degrees C). Grease two 9x5-inch loaf pans.

**Step 2** - Combine sugar, flour, eggs, shortening, whole milk, vanilla extract, lemon extract, and baking powder in a large bowl; pour into the prepared pans.

**Step 3** - Bake in the preheated oven until a toothpick inserted in the center of the cake comes out clean, about 30 minutes.

**Notes:** This can also be made in a fluted tube pan (such as Bundt®).

**Tips:** Buttermilk can be used in place of the whole milk. 🍳





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.

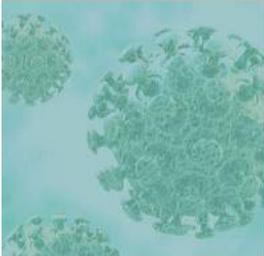


Housing + Community Investment Department

**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)**

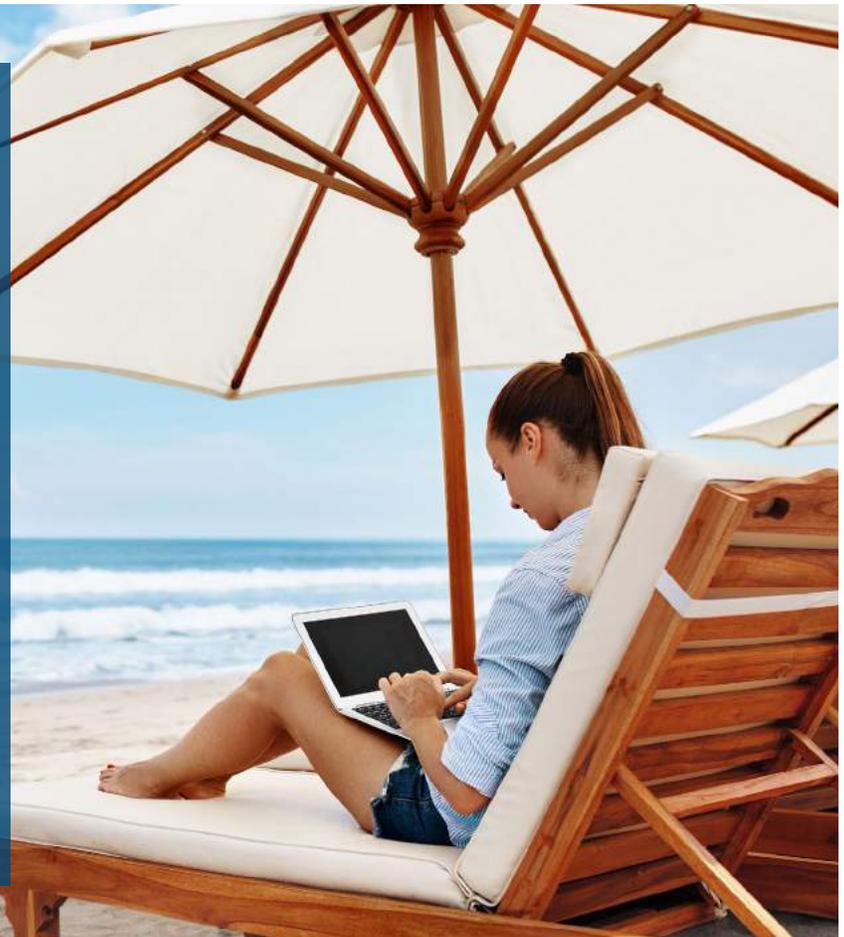
## **L.A. CARES Corps**

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

Attention  
LAPA Voting Members

## **FREELANCE PARALEGAL LISTING**

Available Online Now  
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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



**FC PARALEGAL STUDIES PROGRAM  
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TUESDAY, JUNE 22<sup>ND</sup> AT 5:30PM**

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Or call in: 1-669-900-6833 Webinar ID: 972 8394 0212 Passcode: 539256



Fullerton College Paralegal Studies Program is proud to host:

## *The Practical Paralegal: An Ethics Perspective*

*Presented by Susan Kastner, LAPA Board Member*

Join us for an in-depth, student-centered ethics discussion including best practices for paralegals: attorney-client privilege, document confidentiality, and how to avoid the unauthorized practice of law.

on Thursday, July 8, 2021, at 5:30pm via Zoom

**\*\*Register HERE to receive your link to the presentation\*\***





# CAPA's 33rd Annual June Conference

**When:** June 26, 2021  
**Time:** 8:00 AM- 12:30 PM  
**Location:** ZOOM - Credentials will be with registration confirmation  
**Cost:** \$65.00 - This will include the day of 3 focused workshops to prep for the CCP, CCP study guide, four tutoring sessions, and a sample test  
 \$50.00 - All other tracks

**CCP  
TRACK**

**PROFESSIONAL  
TRACK**

**GENERAL  
TRACK**

**LITIGATION/ TECH  
TRACK**

## TRACK ONE 8:30 am - 9:30 am

<p><b>Christine Stansall, CEDS</b></p>	<p><b>Legal Ethics</b>  Carole Buckner, Esq.</p>	<p><b>Corporate Ethics</b>  Phil Jelsma, Esq.</p>	<p><b>eDiscovery Ethics</b>  Kelly Twigger</p>
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## TRACK TWO 9:45 am - 10:45 am

<p><b>Family Law</b>  Samantha Armijo</p>	<p><b>Certifications</b>  Carl Morrison ACP, CAS, RP®, PP, AACP</p>	<p><b>Criminal Ethics &amp; New Bail Laws</b>  Stefano Molea</p>	<p><b>Persuasive Motion Drafting Tips</b>  Greg Armstrong</p>
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## TRACK THREE 11:00am - 12:00 pm

<p><b>Terri Walters</b></p>	<p><b>Resumes and LinkedIn</b>  Kathy Gerswind &amp; Kristy Carbajal Adams &amp; Martin Group</p>	<p><b>Elder Abuse</b>  Kimberly Swierenga</p>	<p><b>Nuts &amp; Bolts of Discovery</b>  Wayne Rice</p>
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## REGISTER TODAY

<https://caapa.memberclicks.net/capa-june-conference>

# 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

YKaren Arigan	Hahn & Hahn LLP	karigan@hahnlawyers.com
Debra Baron	Alperstein, Simon, Farkas, Gillin & Scott, LLP	db@asfgslaw.com
Victoria Barry	Manning & Kass	victoriaabarry@gmail.com
Nora Boghossian	Law Offices of Nathalie S. Pettit, Inc.	graceharmony99@gmail.com
Michelle D. Cloutier	Tetra Tech, Inc.	michelle@thecloutiers.com
Lea Enriquez	Fernald Law Group APC	lea@fernaldlawgroup.com
Helen Jo Godfrey	Independant	sewladylhelen@yahoo.com
Claudia Renee Immerzeel	AIDS Healthcare Foundation	claudia.immerzeel@ahf.org
Nadia Karimi	Shegerian & Associates, Inc.	newnadiakarimi@outlook.com
Jody meltzer	Alperstein, Simon, Farkas, Gillin & Scott LLP	jam@asfgslaw.com
Stefanie Paiz, ACP	The Homampour Law Firm	spaiz.grey@gmail.com
Megan Swartz	LA City Attorney, IP Prosecution Section	m.breslin.swartz@gmail.com
Cristina Uriarte	Stubbs Alderton & Markiles, LLP	curiarte21@gmail.com
Jacqueline Valdez	IMCES	ju.calaw@gmail.com

### VOTING cont.

Lynn Walsh	WM. Bolthouse Farms, Inc.	lynn.walsh@bolthouse.com
Jessica Watson	Brown & Goodkin	jessy.m.watson@gmail.com
Terry L Wright, ACP	Dignity Health	terry.wright@dignityhealth.org

### ASSOCIATE

Alicia Bunn		bunnalicia@icloud.com
Kevin Chen	Pacific Clinics	kchen82@gmail.com
Lynn Kell	Self employed	lynnkell@hotmail.com

### STUDENT

Samantha Bucio	UCLA	sbucio33@gmail.com
Celia Camacho	Foran Glennon Palandech Ponzi & Rudloff PC	ccam2497@gmail.com

ROB DIWA	Akerman LLP	rob.diwa@akerman.com
Michael Friedlander	UCLA Ext. PTP	michael.r.friedlander@gmail.com
Khiyara Frontela		khiyara88@yahoo.com
Cynthia McNamee	Optum - United Healthcare	c.d.mcnamee@gmail.com
Jesse Mette		jesse20038@yahoo.com
Brittany Russom	Mt San Antonio College	brussom@student.mtsac.edu
Stephanie Stehling		stephstehling@yahoo.com
Monserat Tapia	UCLA	monse.tapia@yahoo.com
Alfreda Woods		elfpower62@gmail.com

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Travis Chow	Collins + Collins LLP	626.243.1100	travis.chow@laverne.edu
Francisco Gutierrez	Coalition for Humane Immigrant Rights	213.269.4082	fgutierrez0731@gmail.com
Susan Kastner	Erickson Arbutnot	213.489.4411	susanckastner@gmail.com
Cynthia Montoya, CP, CEDS	Law Offices of James A. Gallo	626.304.0909	cmontoya@lapa.org
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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CAPA Rep	Cynthia Montoya Travis Chow	montoya.cynthiam@gmail.com travis.chow@laverne.edu
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\*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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