

## PRESIDENT'S MESSAGE

by Leslie Kaiser



My, oh my, where does the time go? How many times have you heard (and said) this? I'm having a hard time wrapping my mind around the fact that my Presidential term has come to end! It seems

like only yesterday I was at the podium at last year's Leadership dinner outlining all of the great things to look forward to during my term.

I promised a new, revamped Salary Survey and am happy to report that we had 43 members participate in the survey that was produced by RBZ for the first time and released the second week in September. All of which was sponsored by the Chapter.

I promised a record number of Conference Scholarships and we have delivered. We gave away 13 scholarships to Regional and Annual Conference.

We had a wonderful Peer Connections social at the Westin in August and gave away two scholarships at that event.

We celebrated the Chapter's 40<sup>th</sup> anniversary in August with a happy hour party at the Westgate and had a good turnout. We had about 25 members in addition to 11 past presidents. There was plenty of fun and laughter as we remembered and learned about the progression of our Chapter. In addition, we displayed some of the awards the Chapter has received over the years, as well as photos, old publications of the Mandate newsletter, and membership directories.

The Business Partner Appreciation luncheon was held on September 17, 2013 and I believe it to be the most well-attended Business Partner luncheon to date! The Business Partners thoroughly enjoyed themselves and appreciated the Chapter acknowledging them for all they do for our Chapter. Plug: Please check out the new Business Partner Directory (on the Chapter website) when you're searching for goods and services. We have several new Business Partners this year!



The Managing Partner luncheon with Bob Crumley was very well received with 55 total attendees, including Managing Partners, and received a 3.7 out of 4 score on the education Richter scale!

Couture for a Cause in October was a resounding success raising almost \$25,000 for Voices for Children and StarPal.

Anna Rushworth's "Sand Dollar" retention/recruitment campaign was a blast and ended with some great prizes given away at the Holiday lunch in December.

The Legal Resource Fair in February was out of this world! Monica Menzer mixed it up a little by having a panel of three experts in various areas of law, i.e., workers compensation, social media, and employment law and that was followed up by loads of fun with the Business Partners and plenty of drawings for great prizes, including two scholarships to the Annual Conference in Toronto later this year.

Project LEAP leapt off the ground again and got going thanks to the Project LEAP committee. So far, they have had two high school events with more to come. Plug: If you would like to volunteer to help out at the next event, please contact Ginger Boss!

*(Continued next page.)*

### Got CLM?

If you are interested in becoming a CLM, you may want to consider joining a CLM Study Group, or checking out study materials from our library. Please contact our San Diego Chapter Librarian, [Gerald Hester](#) for materials. For more information on eligibility and test dates, [click here](#).

## ISSUE XXIX

Mar/Apr 2014



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*"Quotation, n: The act of repeating erroneously the words of another."*

- Ambrose Bierce

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*(President's Message  
Continued from Page 1.)*

Tammie McQuain worked with graphic and web designer, Wesley Doyle and Web Master, Matt Chaffee on the chapter website. They completely revamped the website. It has new and updated features including an up-to-date calendar, events at a glance, easy access to the Business Partners, an updated member directory which includes a search feature so you can find members by firm name, last name, first name, etc. In addition, we added new social media accounts, Twitter and Facebook with the help of social chair, Amy Spintman.

And one more thing...I'm very proud to announce that the Chapter was recognized by ALA Headquarters as a Platinum Chapter for the 2013-2014 term thanks to all of the hard work by the Board of Directors, Committee Chairs and all the Chapter volunteers.

All in all I am very happy with the progress we made this year as a Chapter and am looking forward to continuing to serve you, the members, as Past President. I hope you can join us at the Leadership Dinner on April 15, 2014 where I will pass the gavel to incoming President, Monica Menzer. I can hardly wait to hear what she has planned for us!

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**Check out the new ALA San Diego Chapter Website**

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



## The Changing Role of the Legal Secretary

By: Angela Parkinson, Karen Maheu, Emily Betz and  
Abby Alger of Special Counsel, Inc.

### Legal secretaries of the past

The legal secretary profession began in ancient times with the start of legal record keeping. However, it wasn't until the twentieth century that an influx of legal secretaries emerged as the legal profession became a lucrative career path and the numbers of lawyers needing secretaries greatly increased. From the 1940s through the 1970s, the role of most legal assistants included taking dictation using shorthand, typing letters, answering the phone, providing administrative support with cases including filings with the court and handling most office duties in support of the attorneys in the office. The average legal secretary during this time provided administrative support to two attorneys.

Technology advances in the 1980s brought computers mainstream and offices began to use them for word processing. With this advance, legal secretaries now had the ability to quickly draft letters, and preparing court documents became much more efficient. Many essential skills were required of legal secretaries including excellent grammar, high typing speed and accuracy, the ability to multi task, knowledge of court proceedings and the day-to-day maintenance of an office.

The 1990s ushered in the use of email and cell phones. Secretaries could quickly respond to clients and set up appointments using email, all while having almost immediate access to the attorney via cell phone. Additionally, Microsoft Office products became the norm, thus increasing the ease of creating spreadsheets, presentations and reports. During the 1990s, the average legal secretary supported three attorneys.

### How have things changed and why?

Advancing technology continues to be a vital component for the changing role

of the legal secretary. Smart phones and real-time data allow attorneys to quickly answer messages from clients via email or text message, negating the need for a secretary to quickly respond on the attorney's behalf. Most law offices now have centralized online document storage which is easily accessible with a quick search. Additionally, many courts use e-filing and the secretaries are responsible for using this technology. According to Linda Moore, President of the San Diego Legal Secretaries Association, **"If all courts were online that would be one thing, but courts determine whether they need hard copies or e-filing. It is the secretaries' responsibility to know how specific courts file."** Due to these changes, the ratio of attorney to legal secretary in the last ten years has increased substantially. Many large legal practices are seeing a ratio of close to 6:1.

Law firm clients have also driven the change as they desire to reduce costs while increasing efficiency when working with a law firm. Clients like having immediate accessibility to their attorney which is a win-win for the law firm since they are accruing billable hours for their attorney's time. Likewise, many firms are now using paralegals for tasks previously conducted by legal secretaries because unlike a secretary, a paralegal's time can often be billed back to the client. **"The roles of paralegals and secretaries are evolving. There has to be more distinction between the two roles, but they are merging more and more."** - Linda Moore

With attorneys taking on more administrative tasks, their expectations for the secretarial role are changing. In many firms, secretaries are now the project managers of the office with increasing technical skills including database management and IT security. Prioritization with cases and tasks within the office are a primary responsibility as well as taking ownership of the case load. Good



judgment is an essential component of the role as the day-to-day accountability has increased.

Most attorneys view their secretaries as their "right hand" and want them to share knowledge with other secretaries to ensure efficiency. Additionally, secretaries need to keep confidential information and know which information should not be shared, which goes back to the critical skills of having good judgment and being proactive. These critical skills apply to all areas of the role, including knowing what the attorneys need, right when they need it.

Legal secretaries need to have a broad range of technology proficiencies. This goes beyond Microsoft Word and Excel. While it is important to be able to create an Excel spreadsheet and write an engaging cover letter, other skills such as Adobe, PowerPoint and familiarity with calendaring software are essential as well. Courts with e-filing require documents to be in a PDF and/or with OCR extensions. Having the resourcefulness and capacity to generate something quickly provides a valuable asset.

In addition to standard programs like Microsoft Office, the legal secretary must be able to research and pull information from legal databases. While paralegals and associates put in the vast majority of research time, the secretary contributes to research and may be the "go to" person for database technical issues. With the changing role and the amount of IT knowledge required, it is important to learn as much as possible from the Help Desk.

# THE MANDATE



## Changing Expectations of Legal Secretaries

With changing expectations from attorneys comes a modern legal secretary who is eager to learn. Professional learning opportunities are of utmost importance and the legal secretary is seeking an environment in which the culture of learning is highly promoted. Therefore, it is imperative that attorneys work with the human resources department, as legal secretaries are seeking a work environment that encourages them to take advantage of learning opportunities. **“Continuing education is huge. The more knowledge we have, the bigger help we can be to the attorneys we support.” – Linda Moore**

Legal secretaries also expect open and ongoing communication throughout the firm. As younger legal

secretaries enter the workforce, they bring respect for institutional knowledge and experience. These young, tech savvy individuals are somewhat turnkey when it comes to computer related clerical work, but they are looking for advice and learning opportunities from their more experienced counterparts in the firm. Alternatively, seasoned legal secretaries are looking at younger secretaries to keep them current in technology. With an open line of communication between these two generations, a firm will run more efficiently. To facilitate this communication, consider creating an online portal for legal secretaries.

legal secretaries? It means that while the role has drastically changed over the past 70 years and is still changing, the growth potential is increasing as well. Legal secretaries need to be open to new opportunities and flexible with the tasks assigned. It takes more than just skill to be a trusted partner and advisor to an attorney. Legal secretaries need to openly communicate and have respect for the institutional knowledge and experience of everyone on the team. The possibilities for both the position and personal growth are untold. **“I love what I do. I can’t imagine doing anything else.” – Linda Moore**

## Where do we go from here?

So what does this mean for current and prospective

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## *Gain more from your membership and get involved in 2014!*

Dear Chapter Members:

Do you want more out of your membership? Would you like to network with like minds? How many times have you been faced with an issue where "no one else understands" and you could use a group of peers to consult?

Then take the opportunity to get involved in the SD Chapter in whatever capacity you are comfortable:

- Are you good behind a camera? Consider taking photos at our meetings and events, or share the fun with another member.
- Do you thrive on community involvement? Look into our Community Connections efforts, Couture for a Cause and Project LEAP, our program for high school students.
- Maybe you have great ideas for increasing membership in the Chapter? Join the Membership Committee and help lead our Peer Connections program.
- Are you organized and task oriented? We need help with CLM materials, Bylaws/Ethics, Historian tasks, as well as the Salary Survey.

The 2014 – 2015 Chapter term starts on April 1, 2014, but planning starts now. I would love to see more of you involved. I have included a brief description of each committee, and the ALA Membership Handbook has a more detailed one, or just ask me or another current Board member.

Let's work together to make our Chapter the best it can be! Please complete the information below and return it to me at [mmenzer@allenmatkins.com](mailto:mmenzer@allenmatkins.com), or give me a call at 619-233-1155.

All my best,

Monica Menzer  
President Elect 2013-2014  
If elected, President 2014-2015



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# THE MANDATE



*Gain more from your membership and get involved in 2014!*

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

Phone No. \_\_\_\_\_ Email \_\_\_\_\_

I'm interested in volunteering for the following committee(s) (you are not beholden to all you select):

- \_\_\_ **Chapter Audit** – perform audit of Chapter finances once a term.
- \_\_\_ **Chapter Library / CLM Materials** – maintain materials to loan to members; organize CLM study program?
- \_\_\_ **Bar / Professional Association Liaison** – Chapter's connection to other legal organizations.
- \_\_\_ **Bylaws / Ethics** – maintain and update Chapter Bylaws, as necessary.
- \_\_\_ **Communications** – provide efficient and effective communication to Chapter members, including the "Month-at-a-Glance."
- \_\_\_ **Community Connections / Project LEAP** – charitable Chapter efforts; Couture for a Cause; work with local high schools to create programs promoting opportunities in the legal profession.
- \_\_\_ **Diversity Committee** – plan annual diversity presentation; promote diversity within the Chapter.
- \_\_\_ **Education** – work with President Elect on planning Chapter education activities/speakers.
- \_\_\_ **Handbook** – maintain and update membership handbook.
- \_\_\_ **Historian** – maintain Chapter memorabilia.
- \_\_\_ **Invitations** – design and create options for invitations for BP luncheon, MP luncheon, Leadership Dinner, and other Chapter events.
- \_\_\_ **Legal Resource Fair** – Chapter annual Business Partner resource fair in February.
- \_\_\_ **Meetings Coordinator / Hospitality** – assist Meetings Chair to coordinate Chapter meetings.  
- Receive RSVP's; maintain name badges; and/or welcome attendees.
- \_\_\_ **Membership** – team up with the Vice President/Membership Chair to bring in new members and maintain current membership.
- \_\_\_ **The Mandate (Chapter Newsletter)** – with Editor-in-Chief produce bi-monthly newsletter.
- \_\_\_ **Photographer** – photograph Chapter meetings, events, and other functions.
- \_\_\_ **Public and Media Relations** – represent the Chapter in publicizing and promoting events.
- \_\_\_ **Salary Survey** – implement annual Chapter salary survey.
- \_\_\_ **Academic Scholarship** – selection process to promote and award an academic scholarship to two deserving students.
- \_\_\_ **Social Media** – assist Social Media Chair in promoting Chapter LinkedIn, Facebook, and Twitter pages.
- \_\_\_ **Business Partner Relations** – work with Director of BP Relations in promoting, managing and maintaining vendor relations.
- \_\_\_ **I'd like to help another way:** \_\_\_\_\_



For over 30 years, First Legal Network has been a pioneer in the attorney services market. We've seen and helped shape the evolution of our industry, from court services to the advent of eFiling, both locally and nationally. Today, First Legal is the only Litigation Support Services Company offering a truly comprehensive suite of services. Whether it's performing a complex asset search, issuing hundreds of subpoenas for records across the country, or managing terabytes of electronically stored information, we have a solution for even your most complex cases. Tomorrow, and for years to come, First Legal will

continue to partner with our clients, integrating seamlessly with their workflow and helping manage their litigation spending on each and every case.

At the beginning of the year, First Legal Network announced it's newest member of the Network: First Legal Deposition Services. First Legal Deposition Services specializes in court reporting and transcription services, and allows our clients to schedule and download their depositions with ease using our new online tools. We also provide an array of additional services, including interpreters, videography, live streaming, and teleconferencing. Our fully-staffed offices offer complimentary conference rooms for all your needs. We can support your deposition needs regardless of whether you plan to use your own facilities, one of our local deposition centers, or a strategic location anywhere in the country.

The addition of First Legal Deposition Services allows us to offer the industry's first true "file to trial" solution. You can now file your case, notice and serve your parties, conduct your depositions, and manage the entire process using a single Litigation Support Company. Let us put together a customized solution for you today, leveraging all of our services to provide the most cost-effective Litigation Support Solution available.

Submitted by:



Don Hoefnagel, Executive Vice President, First Legal Network



## SCHOOL-FACILITATED INTERNSHIPS: NO WORRIES, RIGHT?

By John E. Thompson, JD  
 Fisher & Phillips, LLP

We have long warned that one should *not* simply assume that an internship associated with or sponsored by an educational institution falls outside of the

federal Fair Labor Standards Act's requirements. Our caution includes situations in which the intern receives academic credit for the time so spent.

### Now, More Heat On Academia

Not surprisingly, the rash of intern lawsuits and intern-related publicity has now provoked a number of "pay your interns" campaigns and on-campus initiatives directed at schools and universities. The news site *ProPublica* is [writing](#) extensively about this and has undertaken to investigate "schools' role in the issue" (among other things).

Academic institutions are of course reacting to these developments and pressures. Reports suggest that few if any of them will be prepared to withdraw from the facilitation of unpaid internships just yet. However, many are implementing other measures that organizations contemplating offering internships to students should carefully review and evaluate.

For example, organizations that are considering posting, otherwise publicizing, or collaborating on internship opportunities at such an institution should not be surprised to find that its administration will require that they confirm or even affirmatively agree to comply with various "guidelines" and specific commitments. Depending upon the details, it is conceivable that doing so might, as illustrations, (i) create contracts or legally-enforceable undertakings of another kind even aside from FLSA requirements, or (ii) be offered in connection with a later FLSA claim as alleged evidence of a knowing violation. Anyone who is deciding whether to confirm or accept such terms should thoroughly consider the ramifications of doing so.

Indications also are that many schools will be encouraging paid internships. And it is foreseeable that at least some schools will be making a more hands-on effort to monitor and supervise internships in an ongoing

way.

### Remember The Basics

Even if an internship is arranged through or with the involvement of a school, the principal FLSA issue is still whether the person is or is not an "employee" who is subject to that law's requirements. The answer is not going to be controlled by what the intern, the internship provider, and/or an educational institution might have thought or even agreed to on this score.

Instead, the determination has more to do with whether the actual facts and circumstances clearly demonstrate that the relationship is one of non-employment that is genuinely undertaken and carried out for the purpose of generalized learning, education, and training that imparts to the intern significant knowledge of a broadly-applicable kind. Boiled down to essentials, this is what the U.S. Labor Department's [statements](#) on the subject are aimed at evaluating.

Bear in mind also that:

- ♦ Whatever USDOL or an educational institution might think about whether an intern is an FLSA "employee", individuals are free to file their own FLSA lawsuits to resolve the question.
- ♦ States and other jurisdictions can take their own positions regarding internship status under their particular wage-hour laws, positions that might tend to favor a finding of "employment" under those laws.
- ♦ Some of the claims being made involve "paid" interns who allege that they were "employees" whose pay did not meet the requirements of all applicable laws. So simply paying an intern something (like a small stipend) does not necessarily eliminate the possibility of a later government investigation or court fight.

### The Bottom Line

There is no inherent protection against claims or liability arising out of an internship just because the relationship was undertaken in conjunction with an educational institution and/or involved academic credit.

John Thompson can be reached at [jthompson@laborlawyers.com](mailto:jthompson@laborlawyers.com) or 404-231-1400.

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# THE MANDATE



## PLEASE JOIN US AT THE SDALA ANNUAL LEADERSHIP DINNER



Join your colleagues for an evening of fun and relaxation.

Chapter President, Leslie Kaiser, will acknowledge the 2013 - 2014 Board and Committee Members with whom she has had the privilege to work over the past twelve months.

Leslie will then pass the gavel to the President-Elect, Monica Menzer, who will install the 2014 - 2015 Board of Directors and introduce the new Committee Chairs.

You are cordially invited to attend the  
San Diego Chapter Leadership Dinner

Tuesday, April 15, 2014  
Cocktails 5:30 p.m.  
Dinner 6:15 p.m.  
Program to follow

The Prado at Balboa Park  
1640 El Prado, San Diego

Entrée selection:

Sea Bass with Lentils, Spinach, Preserved Lemons, Shaved Fennel, Star Anise Carrot Emulsion  
or  
Red Wine Braised Boneless Beef Short Ribs au jus, Potato Purée, Roasted Root Vegetables, Cipollini Onion  
Vegetarian option available

Please RSVP with entrée selection no later than April 8, 2014 to:  
[klemmon@eps-law.com](mailto:klemmon@eps-law.com)

\*Members Gratis; Non-Members welcome at \$65

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## MEMBERSHIP REPORT FEBRUARY 2014

By Anna Rushworth

# M E M B E R S H I P N E W S

### New Members

Valerie C. Ramirez  
Paralegal/Office Manager  
The Leventhal Law Firm, APC  
600 West Broadway, Suite 700  
San Diego, CA 92101  
Phone: 619.356.3518  
Fax: 619.615.2082  
info@leventhallow.com  
(619) 356-3518 x7057  
Fax: (619) 615-2082  
[vramirez@leventhallow.com](mailto:vramirez@leventhallow.com)

John M. Durant  
COO  
Petit Kohn Ingrassia & Lutz  
11622 El Camino Real, Suite 300  
San Diego, CA 92130  
Work: (858) 755-8500  
[jdurant@petitkohn.com](mailto:jdurant@petitkohn.com)

### Prospective Members

Laura J. Stubbs  
Office Administrator  
Walsh McKean Furcolo, LLP  
625 Broadway, Suite 1402  
San Diego, CA 92101  
Work: (619) 232-8486  
Fax: (619) 232-2691  
[loakes25@hotmail.com](mailto:loakes25@hotmail.com)

Bridgett Valdez  
Administrator  
Cohelan Khoury & Singer  
605 "C" Street, Suite 200  
San Diego, CA 92101  
Work: (610) 595-3001  
FAX: (619) 595-3000  
[bvaldez@ckslaw.com](mailto:bvaldez@ckslaw.com)

Current National Members: 113  
Current Chapter Members: 111

**The ALA Job Bank is a great place to post for talented managers and staff!**

For more information and to submit job postings, please contact:

**ANNA M. RUSHWORTH**  
(619) 595-4393  
[rushworth@higgslaw.com](mailto:rushworth@higgslaw.com)

Or visit the San Diego ALA website to see what's new!

<http://www.sandiegoala.org/jobs>



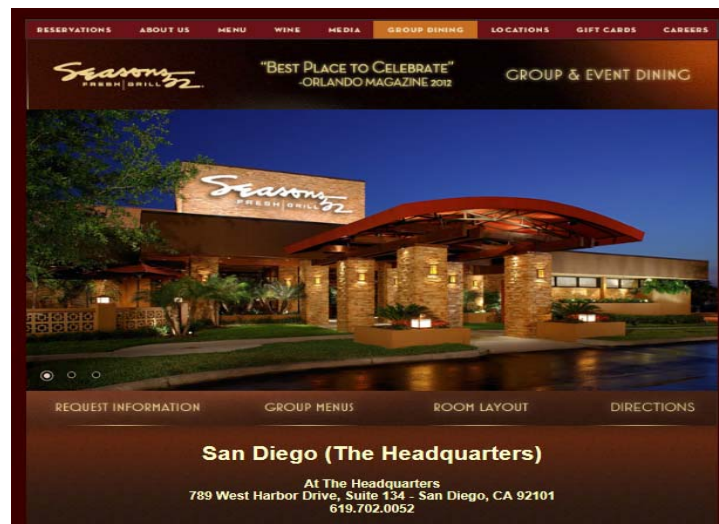
You are cordially invited to the  
\* **SAN DIEGO CHAPTER LEADERSHIP RETREAT** \*

**Tuesday, April 8, 2014**  
**Seasons 52, Carneros Room @ The Headquarters**

12:30 pm ~ Luncheon  
1:00 pm ~ Board Meeting  
2:30 pm to 4:30 pm ~ The Year Ahead  
~ Cocktails & hors d'oeuvres follow on Seasons 52 Patio ~  
\*\* A Fall Conference Scholarship will be awarded + Raffles \*\*

Please join me, the Board, and Committee Chairs for an afternoon of networking, brainstorming, and sharing ideas to make the 2014- 2015 year a great one! Your input is important. NEW for 2014! Diversity Fair in June; 5k Run/Walk; Expanded Social Media sites; New Conference Offerings; and more!

~ Members no charge & validated parking ~  
RSVP by April 1 – [mmenzer@allenmatkins.com](mailto:mmenzer@allenmatkins.com)





## **Project LEAP! - Legal Employment Awareness Program.**

Project LEAP has been very busy over the past couple months! We were pleased to introduce Jill Badger from the San Diego Met High School at the February Membership Meeting and Legal Resource Fair. The San Diego Met High School is located on the Mesa College campus and provides career training and internships to high school students under the supervision of a mentor. Jill introduced us to Kevin Del Angel who has been interning at a local law firm. Kevin spoke about the career training and shared with the ALA attendees his experience of working in a law firm. This is a wonderful program that gives high school students real-world experience and employers a fresh perspective through internships at no cost to the employer. For more information on

the San Diego Met High School or to arrange for an internship, please contact Jill Badger at (619) 388-2296 or [jbader@sandi.net](mailto:jbader@sandi.net).

Sweetwater High School hosted a Career Day on February 28, 2014 to introduce students to the wide variety of career opportunities. Project LEAP volunteers Rachel Pinney and Ginger Boss participated in the Career Fair and a Career Presentation to students in their classroom. Students who stopped by the Project LEAP table were introduced to the wide variety of careers available in the legal profession. There was a great amount of enthusiasm as the entire school participated in this event.

On March 12, 2014 Abraxas High School hosted their Career Fair. Representatives from a wide range of industries and local companies attended this fair. The students were encouraged to visit with each of the organizations and get their questions answered about employment options in the different areas represented. Project LEAP volunteers Monica Menzer, Shaila Schaible and Ginger Boss represented the legal industry and talked with students about opportunities available in a typical law firm. Several students were very interested in finding out how to get the proper training for pursuing a job in a law firm.

Do you enjoy reaching out to high school students? Would you be willing to talk about your experiences being employed in the legal industry? We are looking for ALA members interested in helping with outreach to high school students and promoting Project LEAP. Please contact Ginger Boss at [gboss@bosslawfirm.com](mailto:gboss@bosslawfirm.com) if you would like to volunteer. Thank you!!



# BOARD & MEMBERSHIP MEETINGS

APRIL BOARD MEETING . . . APRIL 8, 2014  
12:30 – 6:00 SEASON'S 52 HARBOR DR.

APRIL MEMBERSHIP MEETING . . . APRIL 15, 2014  
ANNUAL LEADERSHIP DINNER  
5:30 – 7:30 AT THE PRADO

MAY BOARD MEETING . . . MAY 6, 2014  
AT HIGGS, FLETCHER & MACK

MAY MEMBERSHIP MEETING . . . MAY 13, 2014  
11:45 – 1:00 AT THE WESTGATE

## EDITOR'S NOTES

### Spring Cleaning

By Rheesa Eddings

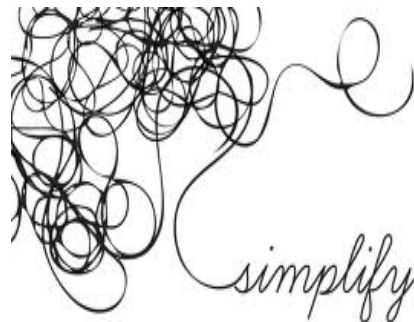
It sounds like such a cliché, but there is something about spring that makes you want to dust the blinds and open the windows. Maybe it's the industrious buzz of bees gathering pollen from newly opened buds, or perhaps it's the sudden warmth and softness of the air, but regardless of the impetus, the inclination is to sweep away the cobwebs and gloom of winter and open ourselves to a new season. Spring cleaning, however, does not have to be all about vacuuming dust bunnies. It can be about uncluttering other parts of your social life and schedule as well.

Think about your outside activities. Do you really enjoy them, or is it more of an onerous social obligation? Are you on the board of your PTA because you want to be, or because someone pressured you into it? Is that once-a-month-lunch with your ex-college roommate super or superfluous? Cleaning out our social life can be like cleaning out your closet. And it can be just as hard. Take a good look at that ratty Nirvana t-shirt. Take a closer look at the person with whom you went to that Nirvana concert. Do they really still fit into your life? Now think about the *last* time you cleaned out your closet. Didn't it feel good to get rid of those Doc Martens and suit jackets with giant shoulder pads? Wouldn't it feel just as good to forego that monthly unnecessary commitment that you've taken out of guilt, or pressure, or a misplaced sense of responsibility, and have date night with your spouse instead?

Letting go of things and relationships and hobbies or interests that you've outgrown is one of the more difficult things you can do; but replacing those outmoded things with people, interests, commitments that are relevant to you *right now*, things that lead to your personal growth and well being *now and in the future*, can be vastly rewarding.

When you start sorting through those boxes in the garage, when you start polishing your windows, when you start clearing the clutter on your calendar, it will be hard work . . . but in the end, the breath you take will be one of renewal and relief.

Rheesa is the office manager for Fisher & Phillips, LLP. [reddings@laborlawyers.com](mailto:reddings@laborlawyers.com)



# THE MANDATE

Please congratulate our  
2014/2015 BOARD OF DIRECTORS!

President	Monica Menzer	619/233-1155
President Elect - Education Chair	Anna Rushworth	619/236-1551
Vice President - Membership Chair	Tammie McQuain	619/819-2433
Treasurer	Brenda Winter	619/525-7626
Secretary	Shaila Schaible	619/236-1551
Director - Business Partner Relations	Liz Whitten	619/238-1811
Director - Bank Statement Auditor	Rita Hee	619/232-3122
Director at Large	Karen Lemmon	619/255-6450
Past President	Leslie Kaiser	858/587-7656



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## And our 2014/2015 COMMITTEE CHAIRS/MEMBERS

Academic Scholarship Chair	Carrie Merzbacher	858/942-2897
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Chapter Library/CLM Materials Chair	Gerald Hester	619/515-3292
Communications Chair (MyEmma/MAAG)	Leslie Kaiser	858/587-7656
Community Connections Chair (C4C)	Angela Landeros	619/699-8338
	Henry Angelino	619/696-1410
	Tammie McQuain	619/819-2433
	Valerie Ramirez	619/356-3518
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Handbook/Mailing Chair	Darcella Blecker	858/369-7280
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	Sara Lovato	619/233-4372
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