

PRESIDENT'S MESSAGE

by Tammie McQuain



This year is flying by! I can't believe we are already into August. To kick start our summer, a few of the board members joined me at the Chapter Leadership

Institute, (CLI), on July 21-23, 2016, which was held in Fort Worth, Texas this year. This conference is an orientation, training and networking event for chapter officers. CLI provides the opportunity to learn about the leadership roles by sharing ideas and experiences with other chapter leaders across the country. We all came back with a greater understanding as to how the chapter receives support from ALA, the value of the membership from both the national and local level and ways on how we can improve our own chapter programs.

Our VIP Business partners made an announcement at CLI that they had collaborated with ALA to provide additional healthcare, *Singlecare* to its members. This is a free service and fills in the gaps where your current coverage might be lacking. There will be a webinar on August 3, 2016 to learn more about this free plan. Stay tuned for more details on this additional free coverage.

As a reminder, ALA has a lot of resources that are not tapped into at the local levels. To name a few, we have The Legal Management Magazine, which is a digital magazine that is distributed monthly with current articles and relevant industry news. Signing in with just your email easily accesses this magazine. ALA's VIP Program is

available to all active members. The VIP program offers exclusive services and discounts from nationally known companies. For more information, members can go to the [ALA Website](#). In addition to our chapter website forum, there is an online community that members can subscribe to. Each chapter has its own community chat room as well. Make sure you click on this link to subscribe to the [online community forums](#) that interest you.

As members, you have each "Signed With the Winning Team!" It is our hope that you will find great value in your membership at both the national and chapter level.

If you have any questions or would like more information on member benefits, please feel free to reach out to anyone on our board.

Have a great summer!

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, [Jennifer Becky](#) for materials. For more information on eligibility and test dates, [click here](#).

ISSUE XL

Jul/Aug 2016



FEATURES

President's Message by Tammie McQuain	... 1
Job Bank and Social Media	... 2
Featured Business Partner Eastridge Workforce Solutions	... 3
Get involved with SDALA!	... 4
San Diego's New Sick Leave Ordinance is in Effect and Fixes are Imminent	... 6
Membership News By Karen Lemmon	... 10
Couture for a Cause	... 13
Save the Dates – Coming up	... 15
2016/2017 Board & Committee Chairs	... 17
2016/2017 Business Partners	... 17

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others"

- Jack Welch

Take advantage of the resources at
SANDIEGOALA.ORG, and stay
Connected with ALA!



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:

SHAILA SCHAIBLE
(619) 595-4317
schaible@higgslaw.com

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

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





Legal Division

The competition for talent is intensifying and the management of today's workforce is becoming increasingly complex. Eastridge Workforce Solutions* delivers technology-enabled workforce solutions to help companies recruit, retain and manage exceptional talent with ease.

Law firms and corporations rely on our Legal Division to deliver legal support and attorney recruitment solutions in the following areas:

- Attorneys
- Legal Secretaries
- Legal Assistants
- Patent Specialists
- Paralegals
- Contract Administrators
- Intellectual Property Professionals
- Legal Compliance Professionals
- Litigation Support Specialists
- Project & Case Assistants
- Executive Assistants
- Records & File Clerks

eastridge.com/legal
619.881.8130

*Exclusively Legal has rebranded to
Eastridge Workforce Solutions



THE MANDATE



Gain more from your membership and get involved in 2016!

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 2016 – 2017 Chapter term starts on April 1, 2016, but planning is paramount. 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 rushworth@higgslaw.com, or give me a call at 619-595-4393.

All my best,

Anna Rushworth
Past President 2015-2016

ALA
Association of Legal Administrators

Stay Connected with ALA!

facebook **Linked in**

twitter

Facebook:
www.alanet.org/facebook

LinkedIn:
www.alanet.org/linkedin

Twitter:
www.alanet.org/twitter

www.alanet.org

Your connection
to knowledge, resources and networking

THE MANDATE



Gain more from your membership and get involved in 2016!

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:** _____



SAN DIEGO'S NEW SICK LEAVE ORDINANCE IS IN EFFECT, AND FIXES ARE IMMINENT

By: Danielle Moore, Esq &
Megan Walker, Esq



On Monday, July 11, the San Diego City Council certified the Minimum Wage and Sick Leave Ordinance passed by voters last month and also passed amendments to the Ordinance. We published [a summary of the law](#) when it was passed by the voters last month. Fortunately, the amendments address many of the questions left unanswered by the original bill. Unfortunately, some of the amendments also include increased penalties.

Importantly, while the amendments require a second read in 30 days before they can be effective (which is expected to occur barring any unforeseen developments), the City Council has set July 11, 2016 as the effective date for employers to comply with the Ordinance's original requirements. This is what employers need to know now about the Ordinance and the new forthcoming amendments:

Sick Leave

Employers of employees who work at least two hours in the City of San Diego in one or more

weeks of the year are now obligated to provide paid sick leave as follows:

- Use. Employees must be allowed to use up to 40 hours (or five days) per year. The available reasons to take sick leave fall under the same broad reasons currently available under state law. Additionally, employees in the City of San Diego may also use paid sick leave when the employee's place of business is closed due to a public health emergency or the school or child care provider of a child in the employee's care is closed due to a public health emergency. Employers in San Diego may also require that employees take sick leave in two-hour increments. Employees may begin using Paid Sick Leave on the 90th calendar day of employment or July 11, 2016, whichever is later.
- With the amendments, employers now have two methods of providing sick leave:
 - Accrual. Employees earn one hour of paid sick leave for every 30 hours worked, and earned unused sick leave carries over to

the next year. The Ordinance allows employers to meet their obligation through the use of paid time off, paid vacation, or paid personal days.

NEW – Accrual Now Capped. Originally, the ordinance passed by voters prohibited employers from placing any cap on sick leave accrual. However, the amended Ordinance now allows employers to cap an employee's total earned sick leave at 80 hours. This change is important because the cap allows employers who choose to utilize combined PTO policies to meet the sick leave requirements to avoid runaway costs. Since PTO must be paid out on termination (unlike sick leave), the original language forced employers to maintain separate sick and vacation policies or else face uncapped PTO and potentially large payouts at termination.

Rollover. It is important to note that accrued but unused paid sick leave must still roll over to the next benefit year. However, with the new amendments, once an employee accrues 80 hours of paid sick leave, the employee will stop accruing until he or she uses that sick leave.

- **NEW – Front Load Now Available.** The amended Ordinance now also provides employers with the option of providing the 40 hours of paid sick leave to employees at the

beginning of each benefit year, similar to California's sick leave law. A benefit year is any regular and consecutive 12-month period defined by the employer.

- **NEW – Rate.** The amended Ordinance clarifies that employees who are not exempt from overtime should be paid at their regular rate of pay for the workweek in which the employee uses sick leave. This is the same as one of the two options for nonexempt workers under the California statute. Exempt employees must be paid at the same rate or in the same manner as they are for paid working time.
- **Employee's Notice.** Employers may require reasonable notice (no more than seven days in advance) for the need for foreseeable sick leave. Like the requirement under state law, employers may only require notice "as soon as practicable" where the need for leave is unforeseeable.
- **NEW – Clarity Regarding Employer's Notice.** Employers must provide notice of the new ordinance to employees by (1) posting a poster, and (2) providing written notice to individual employees with details on how the employer satisfies the requirements of the city ordinance. Under the Amended Ordinance, the poster will be made available September 1, 2016. The written notice to employees must be provided at the employee's date of hire or October 1, 2016, whichever is later.
- **Reinstatement.** If a terminated employee is rehired within six months, he or she is entitled

THE MANDATE



to reinstatement of his or her accrued but unused paid sick leave if it was not paid out on termination. If an employee is rehired within one year, he or she will be entitled to his or her accrued but unused sick leave under California state law if it was not paid out on termination.

- **Record-Keeping.** Unfortunately, the Amended Ordinance does not make substantive changes to the employer's record-keeping obligations. Employers must create and maintain written or electronic records of their employees' accrual and use of paid sick leave, provide the records to employees on a regular basis, and retain the records for at least three years. While the state statute already requires employers to provide employees with their available sick leave balances each pay period, the requirement that the employer also provide employees with a record of their use of paid sick leave is unique to San Diego and increases the burden for employers.

Minimum Wage

The new minimum wage of \$10.50 per hour for employees who work in the City of San Diego is still effective as of July 11, 2016. This wage applies for each hour an employee works in the City of San Diego.

On January 1, 2017, the minimum wage will increase to \$11.50 per hour. Beginning January 1, 2019, the minimum wage will increase every January 1 based on the Consumer Price Index for Urban Wage Earners and Clerical Workers

(CPI-W) U.S. City Average. The new rates will be announced each preceding October 1.

Retaliation

The Amended Ordinance strictly prohibits retaliation against employees who exercise their rights to minimum wage and paid sick leave or who report any violation by their employer regarding the same. If an employer takes adverse action against an employee within 90 days of the employee's report of violation or other exercise of rights to sick leave or minimum wage, the employer will have the burden to prove that the adverse action was not related to such report or other exercise of rights.

NEW – Remedies

The Amended Ordinance outlines additional penalties for violation of the statute. Employees claiming harm from a violation of the Ordinance may seek the following remedies:

- Back wages;
- Damages for denial of the use of accrued sick leave;
- Reinstatement or other injunctive relief;
- Attorneys' fees and costs; and
- Liquidated damages equal to double back wages.

Employees claiming retaliation may also seek liquidated damages that are the greater of double back wages or:

- \$1,000 for each violation not resulting in termination; or

THE MANDATE



- \$3,000 if the employee is terminated.

Additionally, employers who violate the Ordinance may be subject to the following civil penalties:

- \$500 to \$1,000 per violation, where a “violation” is defined as each and every day that an employer fails to pay an employee minimum wage or fails to provide an employee with earned sick leave;
- \$500 per employee who was not given appropriate notice, up to a maximum of \$2,000;
- \$1,000 to \$3,000 per act of retaliation; and
- Cumulative civil penalties against an employer who has not previously violated any provision of the Ordinance are limited to \$10,000.

NEW – Enforcement

The Ordinance will now be enforced by the Office

of the City Treasurer or other Office or Department designated by the Mayor, and the Amended Ordinance provides detailed procedures outlining the Enforcement Office’s authority.

If you have any questions about this Ordinance, or how it may affect your organization, please contact your Fisher Phillips attorney or one of the attorneys in any of our California offices:

San Diego: 858.597.9600

Irvine: 949.851.2424

Los Angeles: 213.330.4500

Sacramento: 916.503.1430

San Francisco: 415.490.9000

Editor’s Note: This article was written prior to the 7/26/16 City Council meeting and further changes may be pending.

WORKING OUT NOT ENOUGH - ADVICE FOR DESK WORKERS

How important is movement during the day? An article published in 2013 found that sedentary workers who exercise are equally at risk as those who do not exercise regularly. For the desk worker, regular movement is far more crucial than intermittent exercise. Here are some reasons why:

1. Frequent breaks will stimulate your muscles, preventing muscle atrophy.
2. Stimulated muscles produce serotonin, allowing one to be more productive.
3. Working long hours while sitting increases risk of injury

The solution? Take a break and walk around to get your blood flowing – even if you are planning on hitting the gym later. Your body will thank you for it!



MEMBERSHIP NEWS

MEMBERSHIP REPORT JULY 2016

By Karen Lemmon

New Members

Carolyn Decker
Director of Administration
Epstein Grinnell & Howell, APC

Heather K. Lewis
Office Administrator
San Diego Elder Law Center

Prospective Members Cont.

Bridget J. Maisis
Office Manager
Schweitzer Law Group

Current National Members: 102
Current Chapter Members: 97



Know someone who should be a member of ALA? Refer them to Karen and earn points toward great prizes!

For more information and to participate in the program, please contact:

KAREN LEMMON

(619) 255-6450
klemmon@eps-law.com

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

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

Sign with the Winning Team

And Get All This:

Enriching education sessions
Peer networking
Keep up with legal trends
Professional growth
Business Partner connections
New friends & FUN!



Get in the game and join us for an exciting year ahead!

Earn Game Points by attending events and referring new members. Every point is worth one ticket that will be entered into several drawings for fabulous prizes on the following dates:

TWO Fall Conference Scholarships w/stipend – drawing on 7/19/16

Game Points will accumulate from April 1 to June 30 (must be present to win)

Tablet and other prizes – drawing at the Holiday Luncheon, 12/6/16

Game Points will accumulate from April 1 to November 30

ACTIVITIES TO EARN POINTS	GAME POINTS EARNED
Renew Your Membership	2
Join as a New Member	3
Refer a New Member	3
Attend a Regular Monthly Membership Meeting	1
Attend a Monthly Board Meeting	2
Attend the Diversity Meeting	2
Attend the Annual Conference	3
Attend Cocktails and Connections	3
Attend the Business Partner Appreciation Luncheon	2
Attend Couture for a Cause Event	2
Attend the Managing Partner Luncheon	1
Bring your Managing Partner to MP Luncheon	1
Attend a Chapter Social	1
Sign up with the Peer Connection Program	2
Attend the Business of Law Conference in the Fall	3
Volunteer on a Committee	2
Participate in the 5K Run	2

Printing compliments of D4 Discovery

ALA SAN DIEGO 2016/2017 CALENDAR

MARCH 22	LEADERSHIP DINNER The Prado in Balboa Park
APRIL 12	LEADERSHIP RETREAT Morton's Steakhouse <i>Sponsored by Morton's</i>
APRIL 19	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Officia Imaging</i>
MAY 17	MEMBERSHIP MEETING Doubletree Mission Valley <i>Sponsored by Adams & Martin</i>
MAY 22-25	ALA NATIONAL CONFERENCE Los Angeles, CA
JUNE 21	DIVERSITY EVENT The Westgate Hotel <i>Sponsored by Eastridge</i>
JULY 19	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by First Legal Network</i>
JULY 28	COCKTAILS & CONNECTIONS Allen Matkins Conference Center
AUGUST 16	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by DTI</i>
AUGUST 24	MEMBER SOCIAL AT THE PADRES GAME Petco Park <i>Sponsored by Nationwide & Ricoh</i>
SEPT 20	BUSINESS PARTNER APPRECIATION LUNCHEON The Doubletree Mission Valley
SEPT 29	COUTURE FOR A CAUSE San Diego Hall of Champions
OCTOBER 6-8	BUSINESS OF LAW CONFERENCE Phoenix, AZ
OCTOBER 18	MANAGING PARTNER LUNCHEON Morton's Steakhouse <i>Sponsored by Eastridge</i>
OCTOBER 27	MEMBER SOCIAL Courtyard Marriott <i>Sponsored by Courtyard Marriott</i>
NOVEMBER 15	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Legal Staff</i>
DECEMBER 6	HOLIDAY LUNCHEON The Westgate Hotel <i>Sponsored by Knox Attorney Services</i>
JANUARY 24	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Robert Half Legal</i>
JANUARY 19	MEMBER SOCIAL Morton's Steakhouse <i>Sponsored by Morton's</i>
FEBRUARY 14	LABOR LAW UPDATE / LEGAL RESOURCE FAIR The Doubletree Mission Valley
MARCH 21	LEADERSHIP DINNER Location TBD
BOARD MEETINGS	4/12/16; 5/10/16; 6/14/16; 7/12/16; 8/9/16; 9/13/16; 10/11/16; 11/8/16; 1/10/17; 2/7/17; 3/14/17. Locations TBD

Printing compliments of D4 Discovery

THE MANDATE



Don't just save the date, get INVOLVED! Sponsor, Donate, or Attend! This is your chance to make a difference for some of San Diego's kids/future leaders by supporting this fun and rewarding community service event. Help make it a success!

COUTURE *for a cause*

San Diego Legal Professionals Unite
to Support Children in Need



Thursday, September 29, 2016
6:00 p.m. – 9:00 p.m.

San Diego Hall of Champions
2131 Pan American Plaza



Bringing San Diego legal professionals together to benefit children in need, the **San Diego Chapter of the Association of Legal Administrators**, in partnership with the **Filipino-American Lawyers of San Diego**, **International Legal Technology Association-San Diego**, **San Diego La Raza Lawyers Association**, the **San Diego Legal Secretaries Association**, the **San Diego Paralegal Association**, and the **Tom Homann Law Association of San Diego**, is proud to host **COUTURE FOR A CAUSE**, a fashion show fundraiser.

The evening will feature models from throughout the legal community and **Patti Zlaket, Esq. of Zlaket Law Offices, APC** as Mistress of Ceremonies. Complimentary hors d'oeuvres, cash bar and a silent auction full of fabulous items are all part of the pre-fashion show festivities.

A special thanks to our Platinum Sponsor, Health Savings Associates. Proceeds from the event will benefit two children's charities:

Voices for Children, working to ensure that abused, neglected and abandoned children who have become dependents of the San Diego County Court will have a safe and permanent home; and **STAR/PAL**, empowering underserved youth to build a safer and more prosperous community by engaging with law enforcement and collaborative partners.

Individual Tickets \$50
Bundle of Eight Tickets \$350

Purchase tickets and/or sponsorships online at: www.coutureforacause-sd.org
or contact Henry Angelino at angelino@higgslaw.com

Find additional information regarding tickets and sponsorship opportunities at
www.coutureforacause-sd.org



Your connection
to knowledge, resources and networking



COUTURE *for a cause*

San Diego Legal Professionals Unite
to Support Children in Need



Event Date: **Thursday, September 29, 2016, 6 p.m. - 9 p.m.**
Location: **San Diego Hall of Champions**

Proceeds from the evening's fashion show gala will benefit two charities: **Voices for Children**, working to ensure that abused, neglected and abandoned children who have become dependents of the San Diego County Court will have a safe and permanent home; and **STAR/PAL**, empowering underserved youth to build a safer and more prosperous community by engaging with law enforcement and collaborative partners.

Sponsorship Opportunities

PLATINUM SPONSOR - \$3,000 (SOLD OUT-Health Savings Associates)

- *Eight complimentary tickets to the event*
- Full page advertisement in the front of the event program
- Recognition from the podium at the event/speaking opportunity
- Recognition on signage at the event
- Recognition in printed materials including press releases and event program book
- Recognition on the San Diego Chapter ALA Website *and prominently on coutureforacause-sd.org*

GOLD SPONSOR - \$2,000

- Six complimentary tickets to the event
- Full page advertisement in the back of the event program
- Recognition from the podium at the event
- Recognition on signage at the event
- Recognition in printed materials including press releases and event program book
- Recognition on the San Diego Chapter ALA Website *and prominently on coutureforacause-sd.org*

SILVER SPONSOR - \$1,000

- Four complimentary tickets to the event
- Half page advertisement in the event program
- Recognition on signage at the event
- Recognition in printed materials, including event program book
- Recognition on the event website - coutureforacause-sd.org

BRONZE SPONSOR - \$500

- Two complimentary tickets to the event
- Third page advertisement in the event program
- Recognition in printed materials, including event program book
- Recognition on the event website - coutureforacause-sd.org

Advertising Options

Full Page: \$750.00

Half Page: \$500

Third Page: \$300.00

*****Individual Tickets \$50.00 or a Bundle of Eight Tickets \$350.00*****

Please make checks payable to **ALA-San Diego Chapter** and mail **with donor information** to:

Henry Angelino, Higgs Fletcher & Mack, LLP, 401 West A Street, Suite 2600, San Diego, CA 92101 or go online to www.coutureforacause-sd.org to purchase tickets or sponsorships via PayPal



ASSOCIATION OF LEGAL ADMINISTRATORS
SAN DIEGO CHAPTER

SAVE THE DATES

Upcoming Monthly Membership Meetings

RSVP: Kathy Culver at kculver@ssvwlaw.com

July 2016

- | | |
|----------------|---|
| July 7 | CLM Study Group 2
Time: 5:30 to 6:00 p.m.
Location: DLA Piper |
| July 19 | July Membership Meeting
ACA Changes for 2016 and Beyond
Time: 11:45 – 1:15 p.m.
Location: The Westgate Hotel, Riviera Room |
| July 28 | Cocktails & Connections
Speed Networking Event
Time: 5:30 to 7:00 p.m.
Location: Allen Matkins – 501 W. Broadway, Conference Room 21 st Floor |

August 2016

- | | |
|------------------|---|
| August 16 | Monthly Luncheon
Topic: <i>"Addiction, Depression & The Bar, Oh My!"</i>
Speaker: Steve McAvoy
Time: 11:45 a.m. to 1:15p.m.
Location: The Westgate Hotel, Riviera Room |
| August 24 | Padres Game Day Event (RSVP – Limited Seating)
San Diego Padres vs. Chicago Cubs
Time: 12:40 p.m. to 4:00 p.m.
Location: Petco Park |

BOARD & MEMBERSHIP

AUGUST BOARD MEETING . . . AUGUST 9, 2016
12:00 – 1:30 HIGGS FLETCHER & MACK

AUGUST MEMBERSHIP MEETING . . . AUGUST 16, 2016
11:45 – 1:15 THE WESTGATE HOTEL – RIVIERA ROOM

PADRES GAME DAY EVENT . . . AUGUST 24, 2016
12:40 – 4:00 PETCO PARK

A SPECIAL THANKS TO OUR BUSINESS PARTNERS!



THE MANDATE

Please congratulate our
2016/2017 BOARD OF DIRECTORS!



President	Tammie McQuain	619/819-2433
President Elect - Education Chair	Shaila Schaible	619/236-1551
Vice President - Membership Chair	Karen Lemmon	619/255-6450
Treasurer	Cynthia Barron	619/241-4814
Secretary	Stephen Williamson	858/451-9390
Director - Business Partner Relations	Wendy Connor	619/525-1300
Director - Bank Statement Auditor	Carrie Merzbacher	619/942-2897
Director at Large	Katya Adams	858/535-1511
Past President	Anna Rushworth	619/236-1551

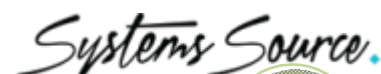
AHERN INSURANCE BROKERAGE



And our

2016/2017 COMMITTEE CHAIRS/MEMBERS

Academic Scholarship Chair	Carrie Merzbacher	858/942-2897
Business Partner Relation Chair	Wendy Connor	619/525-1300
Bylaws/Historian Chair	Patti Groff	619/233-4777
Chapter Audit Chair	Liz Whitten	619/238-1811
Chapter Awards/LRF/Prof. Association Liaison	Anna Rushworth	619/236-1551
Chapter Library/CLM Materials Chair	Jennifer Beckey	619/765-6613
Communications Chair (MyEmma/MAAG)	Carol McCabe	619/209-3000
Community Connections Chair (C4C)	Henry Angelino	619/696-1410
	Angela Landeros	619/699-8338
	Tammie McQuain	619/819-2433
	Monica Menzer	619/233-1155
Diversity Chair	Michael Steiner	619/819-1324
Education Chair	Tammie McQuain	619/819-2433
Employment Job Bank	Shaila Schaible	619/236-1551
Meeting Coordinator	Monica Menzer	619/233-1155
Hospitality Chair	Stephanie Villa	619/241-2541
	Lauren Bloodworth	619/744-0864
	Wendy Connor	619/525-1300
Invitations Chair	Wendy Connor	619/525-1300
Membership Chair	Karen Lemmon	619/255-6450
Peer Connections Chair	Karen Lemmon	619/255-6450
Newsletter Editor	Stephen Williamson	858/451-9390
RSVP's	Kathy Culver	619/239-7200
Project LEAP Chair	Ginger Boss	619/234-1776
Media and Public Relations Chair	Carol McCabe	619/209-3000
Salary Survey Chair	Shaila Schaible	858/755-8500
Social Media/Photographer	Cirilia Walker	858/345-5079
WebMaster	Matt Chaffee	619/232-0441
5K 4 Kids Chair	Stephen Williamson	858/451-9390
	Carol McCabe	619/209-3000
	Wendy Connor	619/525-1300



Your connection
to knowledge, resources and networking



(888) 757-SHRED



NEW BUSINESS PARTNER DIRECTORY!

2016/2017 BUSINESS PARTNER SPONSORS

THANKS FOR YOUR SUPPORT!

Please check the Chapter's Business Partner Directory *first* when you're shopping for a product or service for your firm. Not only are our Business Partners committed to delivering the highest quality products and services, they are also committed to furthering the goals of ALA San Diego by providing the funding we need for the outstanding educational and networking events and scholarship opportunities we value as members.

Please download the new [Business Partner Directory](#).

THE MANDATE

SHARP
SHARP BUSINESS SYSTEMS

IMAGINE
REPORTING

PARRON HALL

A Ruth Staffing Company
ADAMS & MARTIN
GROUP
Legal Staffing • Project Management • Attorney Search

TriNet Ambrose

MORTON'S
THE STEAKHOUSE



SAN DIEGO CHAPTER
A Chapter of the
Association of Legal Administrators



TITAN
Legal Services
Where Knowledge and Service Matter



Paul Clark Photography



ALL-STATE LEGAL®



CONSIDINE & CONSIDINE
CERTIFIED PUBLIC ACCOUNTANTS
Earning Your Trust Since 1946

D4 eDiscovery.
There is a better way.



SANDIEGOSOURCE
The Daily Transcript®

The Mandate E-Newsletter
questions? Interested in
advertising? Want to contribute an
article?

Please contact:
Stephen Williamson, Editor
swilliamson@sullivan-lawyers.com

Copyright © 2016 by the Association of
Legal Administrators. All Rights Reserved.

P.O. Box 12809 | San Diego, CA 92112
info@sandiegoala.org

