

## PRESIDENT'S MESSAGE

by Leslie Kaiser

ISSUE XXV

Nov/Dec 2013



The Holidays are here! Boy, time sure does fly by fast. How many times have you said that? Though it seems that the older you get the more it really does! It seems just

like yesterday I was sworn in as Chapter president and now in just a few short months my term will be over. So far it's been a good ride. I have really enjoyed working with such a talented group of people that make up the Chapter's Board of Directors.

Monica Menzer, President-Elect, has worked tirelessly to bring you excellent educational offerings and delicious monthly lunches.

Anna Rushworth, Vice President, as increased our Chapter membership by 13 members so far and did a fantastic job with her Sand Dollar Membership Campaign (I am happy to report that the prizes that were drawn for at the Holiday Luncheon went to new members).

Shailla Schaible, Treasurer, can be counted on to reimburse members quickly and to keep the financials up to date and available for any member that would like to see them.

Tammie McQuain, Secretary, is a fairly new member that jumped in with both feet. She sends the meeting minutes out to the Board the day of, or the next day, that they are taken and she is also tackling the redesign of our website and social media blow out (more on that in January 2014).

Liz Whitten, Business Partner Relations Director, took over the position when it became vacant mid-stream and she has done a wonderful job so far. I wouldn't be surprised if this is a banner year in regards to the number of Business Partners that join for the 2014/2015 term.

Ginger Boss, Bank Statement Auditor Director, has been working closely with Carolyn Decker and Yvonne Kilmer to revamp and revitalize Project LEAP.

Brenda Winter, Director, has been a member for many, many years and we are very lucky to have her on board. She brings fresh ideas and different perspectives to the table.

Jeff Talcott, Past President, has been a wonderful support to me in addition to being the Chapter photographer, Awards Chair, Legal Resource Fair Chair, and Professional Association Liaison.

A big "thank you" goes out to each of the Board members and all of the Committee Chairs for their hard work thus far. It couldn't be done without all of you. Since it's time to nominate the next Board and select new Committee Chairs, I urge you all to get involved in this next (2014/2015) term. We would love to see some new faces with new ideas and perspectives. In closing, I'd like to wish each and every one of you a Merry Christmas, Happy Holidays, and a Happy New Year!

### 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](#).

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*"Revelation can be more perilous than Revolution."*

- Vladimir Nabakov



***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

***Please see next page.***





*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:** \_\_\_\_\_



## MORE CONFUSION LIKELY OVER CALIFORNIA'S 'PAID FAMILY LEAVE'

By James J. McDonald, Jr., JD  
Fisher & Phillips, LLP

Earlier this year Gov. Brown signed into law an expansion of the state's "paid family leave" benefit. While the new law does not become effective until July 1, 2014, already media outlets have reported that employees will have expanded rights to paid time off from work next year. This is only partially correct and it continues to spread the confusion over what "paid family leave" really means.

Beginning in 2004, California employees who took time off work to care for an ill parent, child, spouse, or domestic partner, or to bond with a newborn or newly-adopted child, could receive up to six weeks of pay through the state's Employment Development Department (EDD). The rate of pay is the same as if the employee receives disability benefits, and the benefit is paid by the EDD out of the disability insurance fund to which employees contribute via payroll deduction. The new law extends paid leave to cover care for ill grandparents, grandchildren, siblings and parents-in-law.

The paid family leave law does not provide employees with the right to take job-protected leave, however. It only provides pay if the employee is otherwise able to take time off work. Family leave where reinstatement is guaranteed under the Family and Medical Leave Act or the California Family Rights Act is not available to all employees. Those laws only cover employers with 50 or more employees, and the employee must have been employed for at least a year, must have worked at least 1,250 hours in the preceding 12 months prior to the leave, and must work at a location where at least 50 employees are employed in a 75-mile radius. Employees may only take up to 12 weeks of protected leave per year. Care for grandparents, grandchildren, siblings and in-laws is not covered by FMLA/CFRA in any event.

Time off to care for an ill relative need not be provided as a "reasonable accommodation" under the disability discrimination laws. Therefore, if employees do not qualify under FMLA/CFRA, they have no right to job-protected leave regardless of the "paid family leave" law unless their employer has policies providing for additional leave beyond what FMLA/CFRA require.

You should examine your leave policies before this new law takes effect to ensure that the policies are clear as to when employees will be entitled to job-protected leave regardless of their ability to obtain pay for such leave.

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**SAVE THE DATE!**



**\*CHAPTER MEMBER SOCIAL\***

**Thursday, January 23, 2014**

**from 5:00 pm**

Beverages and hors d'oeuvres

The Westin Hotel ~ Private Suite

400 West Broadway





## MEMBERSHIP REPORT NOVEMBER/DECEMBER 2013

By Anna Rushworth

### New Members

Cynthia Barron  
Office Manager  
Chapin Fitzgerald LLP  
550 W C Street, Suite 2000  
San Diego, CA 92101  
Main: 619-241-4810  
FAX: 619-955-5318  
Direct: 619-241-4814  
E-Mail: [cbarron@cftriallawyers.com](mailto:cbarron@cftriallawyers.com)

### Prospective Members

Shanna Knight  
Office of the Attorney General  
Legal Office Administrator I  
110 West A Street, Suite 1100  
San Diego, CA 92101  
(619) 645-3084  
[Shanna.Knight@doj.ca.gov](mailto:Shanna.Knight@doj.ca.gov)

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)

Current National Members: 109  
Current Chapter Members: 109

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## EDUCATIONAL OPPORTUNITIES

Take a look at the Chapter's upcoming educational opportunities and mark your calendar! Please email me with topic suggestions.

- Monica Menzer, President Elect / Education Chair  
[mmenzer@allenmatkins.com](mailto:mmenzer@allenmatkins.com)

Jan 14 Monthly Meeting  
**"Demystifying Social Media "**  
Speaker: Stefanie Knapp

Time: 11:45 registration; 12 – 1:15 pm program  
Location: The Westgate Hotel

Feb 11 Legal Resource Fair

Time: 12:00 – 5:00 pm  
Location: TBD

# SAVE THE DATE!!

***San Diego ALA's Upcoming Legal  
Resource Fair is a terrific way to  
network with vendors and  
members!***

***Tuesday, February 11, 2014***

***From 12:00 to 5:00 pm.***





Tuesday, January 14, 2014

Monthly Meeting

11:45 am – 1:00 pm

Registration and Program

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## *Demystifying Social Media*

Social media is an increasingly popular communication tool for business. However, it can be overwhelming and difficult to know where to start, what tools to use, and how to maintain your privacy. Looking at Facebook, Twitter and LinkedIn, we will provide tips and tricks for making the most out of your social media efforts.

We will discuss:

- How to connect to ALA San Diego's new social media groups
- How to adjust your privacy settings to ensure you're only sharing information you want
- Who should I connect with on social media?

We will also have a short demonstration of our new Chapter website!

**Speaker:** **Stefanie Knapp** is the Online Marketing Specialist for Allen Matkins, a California-based law firm serving the real estate industry. Stefanie manages the firm's online communications initiatives, including the firm's website, videos, email marketing and social media campaigns. Stefanie was the Technology & Communications Chair of the Legal Marketing Association, Southern California Chapter, in 2012 and 2013. Prior to joining the legal profession, Stefanie was an award-winning reporter and editor at the Los Angeles Daily Journal, a legal newspaper. She holds a B.A. in magazine journalism from Syracuse University and an M.B.A. from UCLA Anderson School of Management.

**Location:** The Westgate Hotel. Hosted valet parking available; please walk to save on Chapter costs.

**Menu** ~ Grilled Chicken Breast with Basil Sauce, Fresh Vegetables and Potato Au Gratin

**RSVP:** Karen Lemmon @ [klemmon@eps-law.com](mailto:klemmon@eps-law.com)

# BOARD & MEMBERSHIP MEETINGS

JANUARY BOARD MEETING . . . JANUARY 7, 2014  
AT MORRIS, POLICH & PURDY

JANUARY MEMBERSHIP MEETING . . . JANUARY 14, 2014  
11:30 - 1:00 AT THE WESTGATE

FEBRUARY BOARD MEETING . . . FEBRUARY 4, 2014  
LOCATION TBD

FEBRUARY MEMBERSHIP MEETING . . . FEBRUARY 11, 2014  
LEGAL RESOURCE FAIR  
12:00 - 5:00 LOCATION TBD

## EDITOR'S NOTES

### The Nature Connection

By Rheesa Eddings

How many times have you looked up from your desk only to discover they day is gone, melancholy dusk is upon you, and you haven't seen the sunlight all day? In a place like San Diego, where we have lovely moderate weather all year, we sometimes tend to forget to actually enjoy that weather. We don't take 15 minutes (or more!) at lunch to step outside, breathe, feel the sun, let go of the workload for a few minutes.

In a study conducted by Florida State University, it was found that top performers work in uninterrupted sessions of no more than 90 minutes. Humans in general have a 90 minute cyclical energy pattern called the Basic-Rest Activity Cycle or BRAC that extends to both sleeping and waking periods. According to an article by Tony Schwartz in the New York Times, "during the day we move from a state of alertness progressively into physiological fatigue approximately every 90 minutes. Our bodies regularly tell us to take a break, but we often override these signals and instead stoke ourselves up with caffeine, sugar and our own emergency reserves — the stress hormones adrenaline, noradrenaline and cortisol." ([http://www.nytimes.com/2013/02/10/opinion/sunday/relax-youll-be-more-productive.html?pagewanted=1&\\_r=0](http://www.nytimes.com/2013/02/10/opinion/sunday/relax-youll-be-more-productive.html?pagewanted=1&_r=0))

A joint study by University of Michigan professors titled "The Cognitive Benefits of Interacting with Nature" gave a group of

volunteers a series of cognitive tests. They then broke the volunteers into two groups and asked one group to take a walk around a city street, and the second group to take a walk in a secluded wooded park. The group that walked in the wooded park had significantly improved cognitive function over the group that walked on an urban street when similar tests were performed after the walks. In the same study, it was shown that merely showing participants *pictures of nature* versus pictures of urban areas improved cognitive performance in follow up tests.

[http://www.umich.edu/~jlabpsyc/pdf/2008\\_2.pdf](http://www.umich.edu/~jlabpsyc/pdf/2008_2.pdf)

Even if you don't work near a park, it's important to connect a bit with nature as you can. Plan a family walk or bike ride on your day off. Picnic. Go to Balboa Park. Take time to go outside or even gaze out a window at a pleasing scene. Put some beautiful landscapes in your office. You'll be a better employee for it, more focused, more productive, less fatigued, more present.

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

# THE MANDATE



Please congratulate our  
2013/2014 BOARD OF DIRECTORS!

President	Leslie Kaiser	858/587-7656
President Elect - Education Chair	Monica Menzer	619/233-1155
Vice President - Membership Chair	Anna Rushworth	619/236-1551
Treasurer	Shaila Schaible	619/236-1551
Secretary	Tammie McQuain	619/696-0520
Director - Business Partner Relations	Liz Whitten	619/238-1811
Director - Bank Statement Auditor	Ginger Boss	619/234-1776
Director	Brenda Winter	619/525-7626
Past President	Jeff Talcott	858/202-2789

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Academic Scholarship Chair	Carrie Merzbacher	858/942-2897
Business Partner Relation Chair	Liz Whitten	619/238-1811
Committee Members:	Henry Angelino	619/236-1551
	TBD	
Bylaws/Historian Chair	Patti Groff	619/233-4777
Chapter Audit Chair	Rita Hee	619/232-3122
Chapter Awards/LRF/Prof. Association Liaison	Jeff Talcott	858/202-2789
Chapter Library/CLM Materials Chair	Gerald Hester	619/515-3292
Communications Chair (MyEmma/MAAG)	Karen Lemmon	619/255-6450
Community Connections Chair (C4C)	Angela Landeros	619/699-8338
Diversity Chair	Marina Field	
Education Chair	Monica Menzer	619/233-1155
Employment Job Bank Chair	Carolyn Decker	619/233-1155
Handbook/Mailing Chair	Darcella Blecker	858/369-7280
Invitations	Natalie Pomiak	858/587-7643
Meeting Coordinator	Monica Menzer	619/233-1155
RSVP's	Karen Lemmon	619/255-6450
Badges	Karen Lemmon	619/255-6450
Membership Chair	Anna Rushworth	619/236-1551
Newsletter Editor	Rheesa Eddings	858/597-9600
North County Membership Liaison	TBD	
Peer Connections	TBD	
Photographer	Jeff Talcott	858/202-2789
Project LEAP Chair	Carolyn Decker	619/233-1155
Committee Members:	Yvonne Kilmer	619/238-1900
	Ginger Boss	619/234-1776
Public Relations Chair	Carol McCabe	619/209-3000
Salary Survey Chair	Shaila Schaible	619/236-1551
Social Media	Amy Spintman	619/696-0284
WebMaster	Matt Chaffee	619/232-0441

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[reddings@laborlawyers.com](mailto:reddings@laborlawyers.com)

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