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THE INSIDE BIZ I



Diagnosing and Disarming Bullies in the Legal Workplace

by Mark Gorkin, MSW, LICSW, "The Stress Doc"™

In a recent exchange with my dear friend and colleague, Chere Estrin, CEO of Estrin Legal Staffing, she expressed palpable concern about the number of job candidates she and colleagues have encountered who painfully share about bullying in the workplace. Further, these candidates don't identify these incidents as bullying. Many of them think it's the way law firms are, the insane billable hours demand, or Mr. So-and-So, "doesn't get along with his staff" or "can't keep a legal assistant." But too often, no one does anything about it. Why can't they keep a legal assistant? No one asks, and no one explains the bottom-line truth. Why should they? This is probably a star or heavy rainmaker. Why lose them?

The firms just replace. Either the law firm or, sadly, the candidates themselves,
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PRESIDENT'S MESSAGE



Empowering Paralegals and Strengthening Communities

by Travis Chow – LAPA President

As we embrace the spring season, I want to take a moment to reflect on the incredible work YOU all continue to do in our legal community. Paralegals are at the heart of the legal process, YOUR dedication, expertise, and commitment to supporting attorneys and clients do not go unnoticed. Whether you are in litigation, healthcare, intellectual property, corporate law, e-Discovery, research, criminal law, family law, contract, real estate, non-profit, or any of the many other practice areas, YOUR contributions are vital to ensuring justice is served effectively.

April marks a time of renewal and growth, both personally and professionally. In the spirit of growth, I encourage you all to continue pursuing opportunities for advancement and education. This year, our association has focused on

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think their skills are inadequate even if those skills were more than adequate in previous positions. It isn't until Chere asks the question, "Do you think you are being bullied?" that it dawns on the candidate. The bottom line: Firms brush off this hostile behavior, claiming, "This is the culture" or (proudly), "It's a tough firm". And, naturally, no one calls it bullying. As Chere noted: "This article will shed a light on *the law firm's dirty little secret.*"

WHAT IS BULLYING?

According to Dr. Google, "**Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their well-being.** These actions are usually done by people who, 1) have more influence or power, 2) who want to aggrandize their sense of power or superiority, or 3) who want to make someone else feel less powerful or helpless."

Bullies certainly may have had aggressive and punitive families or school/peer role models growing up, or during their formative professional years. Bullies often learn that intimidation works. In

addition, the bully may also have substance abuse issues, mental health and anger issues, entitlement and narcissism issues, home stress, and more. And, alas, instead of dealing with themselves honestly, getting professional help, these tormentors displace their pain and chaos on others! Their targets are usually in a subordinate or less powerful position.

TYPES OF BULLYING

When noting the main types of bullying, we run the gamut from the interactional to the technical. The three main types are:

1. **Face-to-face:** from physical actions to name-calling, yelling, sarcasm, or as I call it, "sarcasm".
2. **Covert bullying:** spreading lies, excluding people. These hostile actions are less obvious and often unacknowledged.
3. **Cyberbullying:** anonymous threats and aggression through critical posts, reposting another's post, over-the-top and unwarranted criticism on social media and other methods.

SPECIFIC BULLYING BEHAVIOR

The Australian Human Rights Commission (<https://humanrights.gov.au>) fleshes out the above.

"Bullying behavior can range from very obvious verbal or physical assault to very subtle psychological abuse. This behavior may include:

- Physical or verbal abuse
- Yelling, screaming or offensive language
- Excluding or isolating employees
- Psychological harassment, gossip
- Intimidation
- Assigning meaningless tasks unrelated to the job
- Giving employees impossible jobs
- Deliberately changed work rosters to inconvenience particular employees
- Undermining work performance by deliberately withholding information vital for effective work performance."

There are a range of psychological and physical illnesses and injuries that can be caused by exposure

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

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

Articles will be published as space permits. The Newsletter Committee reserves approval and edit rights on any article submitted.

The Los Angeles Paralegal Association is a non-profit, mutual benefit corporation and is tax exempt within the meaning of section 501(c)(6) of the Internal Revenue Code. Membership dues and donations to LAPA are not tax deductible as charitable gifts, but may be deductible as related business expenses. LAPA suggests that you consult your tax advisor in this regard.

CALENDAR OF EVENTS

APRIL

- 2- **LAPA Executive Board Meeting** – Conf. Call; Contact Travis Chow at president@lapa.org.
- 7- **MCLE: LAPA Seminar - Future Proofing the Paralegal Profession: Navigating AI, Ethics, and Emerging Workflows**— Online via Zoom; 12:00 - 1:00 PM; Go to <https://www.lapa.org/event-6127147> for updates, more information & to register.
- 12- **Food Bank - Volunteer With Us!**— LA Regional Food Bank, City of Industry; 9:00 AM - 1:00 PM; Go to <https://www.lapa.org/event-6115998> for updates, & more information.
- 9- **LAPA Board Meeting** – Contact Travis Chow at president@lapa.org.
- 16- **MCLE: LAPA Seminar - A Seat at the Table: Paraprofessional License Discussion**— Online via Zoom; 6:00 - 7:00 PM; Go to <https://www.lapa.org/event-6120450> for updates, more information & to register.

- 26- **LAPA's 2025 Spring Career Conference - Spring into Your Future: Unlock Better Opportunities**— Cal State University, DTLA; 8:00 AM - 12:00 PM; Go to <https://www.lapa.org/event-6119388> for updates, more information & to register.
- 30- **MCLE: LAPA Seminar - HOT Topics in Real Estate Law**— Online via Zoom; 6:00 - 7:00 PM; Go to <https://www.lapa.org/event-6129410> for updates, more information & to register.

MAY

- 7- **LAPA Executive Board Meeting** – Conf. Call; Contact Travis Chow at president@lapa.org.
- 9- **LAPA Board Meeting** – Contact Travis Chow at president@lapa.org.
- 31- **Food Bank - Volunteer With Us!**— OC Food Bank, Garden Grove; 11:00 AM - 1:00 PM; Go to <https://www.lapa.org/event-6116006> for updates, & more information.

THE INSIDE BIZ I - *cont. from page 2*

to a bully in the workplace, including anxiety disorders, stress, depression and insomnia.

ECONOMIC COST

“A recent impact and cost assessment calculated that workplace bullying costs Australian employers between \$6–\$36 billion dollars every year when hidden and lost opportunity costs are considered. Google states the damage is ten-fold in the US. **Workplace bullying costs the US economy \$360 billion annually due to turnover and decreased work productivity.**”

More specifically, “**the effects on a workplace can include decreased productivity, increased staff absenteeism, staff turnover and poor morale.** Financial costs can include legal and workers’ compensation and management time in addressing cases of workplace bullying” (Australian Human Rights Commission).

WHY IS THE LEGAL PROFESSION AND LAW FIRM OFTEN A BREEDING GROUND FOR BULLYING?

Frankly, I think the answer is pretty straight-forward. Much of the legal field thrives on an adversarial and “survival of the fittest” culture. Too often ultra-competitive/Type A/narcissistic personalities go unchecked, if not become lionized. While fighting for a client may be a virtue, when you can’t differentially manage adversarial adrenaline and aggression, collateral damage from the boardroom

to the bedroom is predictable. (In addition, I believe some folks are addicted to their volatile and violent reactions.)

Legal rainmakers, senior partners who bring in client money, are often allowed to intimidate associates or non-partner attorneys and other legal professionals; their bullying behavior (and overall hostile/dysfunctional personality) is overlooked or rationalized away because of their financial status. And, not surprisingly, many associates and non-lawyers fear reprisal, demotion, and other adversarial reactions standing up to the senior bully. Partners don’t have their backs. When partners tolerate a culture of bullying/abuse, they are undermining company morale along with their own leadership credibility. **And you are burning out and encouraging turnover among employees!**

Significant numbers of women (and numbers of men) are turned off by the adversarial/“dog-eat-dog” or “win at all costs” culture. And, further exacerbating this hyperaggressive atmosphere: Are we surprised that execs are emulating Trumpist bullying behavior? (Of course, bullies can be of collegial variety. As a US Postal Service Violence Prevention Consultant, I recall how a Plant Manager egged on two employees to make life miserable for a third employee, “a slacker” in the Manager’s eyes. This workplace persecution continued until one of the bullying colleagues, a former Green Beret, threatened the

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third employee with a gun. Ultimately, this dangerous aggressor had to be removed from the premises by police. All employees at the facility were now feeling threatened, hence the need for a trauma consultant.

A point worth noting: Many people refer to bullying as harassment or discrimination. However, while the effects are essentially the same, bullying may not be unlawful under federal and state antidiscrimination legislation unless the bullying is linked to, or based on, one of the attributes covered by various federal anti-discrimination legislation (age, sex, race, disability, religion, sexual orientation)

THREE CASE EXAMPLES AND A QUIP

Here are some case examples of how individual employees have responded to workplace bullying:

1. **Standing up to a senior bully.** A female junior attorney was being called names and cursed at by a volatile senior partner. Apparently, this was not the first time that she was targeted by this attorney. (I believe the Legal Administrator recommended just trying to avoid this bully. Obviously, the Administrator did not want to confront the in-house dysfunction.) Spontaneously raising her voice but not losing control, this female attorney declared: “I don’t allow my family to talk to me that way... You certainly are not going to do it.” She understood that no job is worth such harassing behavior. Not anticipating her courageous counterpunch, the senior partner, unexpectedly backed off. Alas, this predator pursued other easier targets.
2. **Meeting attorney hostility with a defensive reaction.** I recall in a workshop a paralegal sharing of how an attorney was excoriating him for a late filing of a court document. This paralegal was frustrated by the attorney’s attacking barrage; also, he was rightly upset because the attorney procrastinated for days in completing the document. The paralegal eventually fired back: “It’s not my fault; you don’t know how to give instructions.” The conflict was left unresolved.

The paralegal was using blaming communication to counter the attorney’s hostility. Instead of using ‘acc-you-sations,’ i.e., “you don’t know how to...,”


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providing resources and support to further elevate the profession. From our upcoming workshops and seminars to networking events and mentorship programs, we are committed to helping you expand your skills and build connections that can help you advance in your career.

In April, I am proudly announcing our wide range of events and seminars. On **April 7**, we have an MCLE for “Future Proofing the Paralegal Profession: Navigating AI, Ethics, and Emerging Workflows” which will benefit student memberships for the College of the Canyons. On **April 12**, we are teaming up with the Orange County Paralegal Association to volunteer at the Los Angeles Food Bank. On **April 16**, we have an MCLE on updates to the Paraprofessional Licensure. On **April 26**, we are having an in-person Spring Career Conference at the CSULA Downtown Campus. We will have a full day of panelists in the industry, vendors, and professional photo opportunities. On **April 30**, we have an MCLE on trending topics in Real Estate. *Please visit our events page on our website to sign up for all our events! <https://www.lapa.org/newevents>*

Lastly, I want to take this opportunity to express my sincere appreciation for every one of YOU. It is an honor to serve as **YOUR** president, and I am excited about the future of the paralegal community in Los Angeles. Together, we can continue to drive positive changes and ensure the legal profession remains strong, efficient, and equitable for ALL.

If you’re interested in contributing to the LAPA Reporter, we’d love to hear from you! Also, if there’s something specific, you’d like to hear from us, don’t hesitate to reach out. Thank you for YOUR hard work, YOUR dedication, and YOUR commitment to excellence.

Travis Chow is currently the Paralegal Coordinator at Collins + Collins LLP. Prior to this role, he freelanced at several private practice firms in Southern California. He holds certifications as a Social Media Intelligence Expert and Cyber Intelligence Professional, and he is also a licensed California Realtor and Notary Public. With the support of the Walter T. Shatford and San Gabriel Valley Bar Association Legal Scholarship, he earned a Paralegal Certificate from Pasadena City College, along with an associate degree in Social Behavioral Science, Humanities, and Paralegal Studies. Additionally, he obtained a Paralegal Certificate and a bachelor’s degree in Legal Studies from the University of La Verne. 

I suggested saying, “Let’s stop the yelling and blaming and deal with this conflict professionally. Clearly, there was a misunderstanding; we need better communication to get on the same page. We need to check in about document progress before the last minute.” Eventually, perhaps begrudgingly, the paralegal acknowledged that this approach would be more constructive, perhaps even effective.

3. **Manager vs. manager conflict.** This tense scenario involves two managers, one female and one male, at a federal government agency. This was not the first time there was friction between these individuals. During a workshop, the female manager shared a recent incident feeling browbeaten by the male manager. He would constantly interrupt her, cut her off when speaking, talked and yelled over her, and demeaned her. Definitely bullying behavior. She told this male colleague she was ending this barrage. She was not being heard; and she was not feeling respected. The woman would be willing to try, one more time, having a professional discussion. And she liked my suggestion, that, “If they were not able to have civil discourse, she would openly declare her intention to go to HR and ask for third-party intervention/mediation.”

4. **A final smart quip.** With the individual who blames with, “You drive me crazy!”, how about this edgy response: “I think you’re giving me way too much credit!” Consider this succinct insight penned by psychiatrist, Ernst Kris: “What was once feared and is now mastered is laughed at.” And as the Stress Doc inverted, “What was once feared and is laughed at, is no longer a master!” *Amen and women, to that!*

Mark Gorkin is a Licensed Clinical Social Worker, an acclaimed keynote and kickoff speaker, and a “Motivational Humorist and team Communication Catalyst” known for his interactive, inspiring, and FUN programs for government agencies and major corporations. In addition, the “Doc” is a team building and organizational development consultant. Mark is providing “Stress and Communication, as well as Managing Change, Leadership and Team Building” programs for the 1st Cavalry Division and 13th Expeditionary Support Command, Ft. Hood, Texas and for Army Community Services and Family Advocacy Programs at Ft. Meade, MD and Ft. Belvoir, VA. Mark has also had a rotation as Military & Family Life Consultant (MFLC) at Ft. Campbell, KY. A former Stress and Violence Prevention Consultant for the US Postal Service, The Stress Doc is the author of *Practice Safe Stress* and of *The Four Faces of Anger*. See his award-winning, USA Today Online “HotSite” — **stressdoc.com** — called a “workplace resource” by National Public Radio (NPR). For more info on the Doc’s “Practice Safe Stress” programs or to receive his free e-newsletter, email **stressdoc@aol.com** or call 301-875-2567. © Mark Gorkin Feb 2025.


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Los Angeles Paralegal Association

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LA Regional Food Bank
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Industry, 90601**



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Don Adove Named 2025 Rising Star Award Recipient

by Elizabeth Garcia, ACP – LAPA Board Member

LAPA is proud to congratulate Board Member Don Adove on being selected as the recipient of NALA's 2025 Rising Star Award. This prestigious honor recognizes exemplary service to the paralegal profession by an individual who has been a paralegal for fewer than five years.

Don's leadership, dedication, and passion for the profession have made a significant impact in a short time. As a valued member of LAPA's Board, his work continues to inspire and support the growth of fellow paralegals across the community.

His achievement will be featured in an upcoming issue of Facts & Findings, and he will receive a certificate to commemorate this well-deserved honor. On behalf of LAPA, We celebrate his well-deserved recognition and look forward to his continued success.

Elizabeth Garcia, an Advanced Certified Paralegal (ACP) accredited through NALA, began her legal career in 2010 as a legal assistant in Miami, Florida. Currently working as the Litigation Paralegal Manager at The Law Offices of Edward Shkolnikov, EFS Law Center in Burbank, CA, bringing extensive experience in Plaintiff's Personal Injury cases. As a Board of Directors member for LAPA, Elizabeth serves as the Committee Chair for Compliance/MCLE and is the LAPA Litigation Director. Alongside her professional pursuits, Elizabeth enjoys reading, taking walks, and window shopping, with hobbies that include learning fun facts on all things chemistry, biology, and genetics. 📖



LAPA Goes the Extra Mile at Public Counsel's "Run for Justice" 5K

by Martha Izquierdo – LAPA Board Member

I woke up extra early on Saturday, March 15, 2025, along with our other LAPA teammates, to try and beat the notorious LA morning traffic jam that was already building up around Dodger Stadium. It was the 22nd annual "Run for Justice," which is organized by Public Counsel with the help of LA Big5K and McCourt Foundation. I had never participated in a 5K before because I always thought you had to run the entire time, which intimidated me. But much to my surprise, that wasn't the case at all. The event was heartwarming and family-friendly, welcoming everyone from toddlers and seniors to even a three-legged bulldog joining in. Not only did I feel a wonderful sense of community as everyone walked and jogged together, but we were also all supporting a great cause. Public Counsel is a remarkable non-profit public interest law firm that provides a wide

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range of free legal services to some of Los Angeles' most vulnerable populations, including immigrants, victims of domestic violence, veterans, and those impacted by the LA wildfires, to name a few. One notable highlight is Public Counsel's key role in advocating for and implementing SB 972, which makes it easier for sidewalk vendors to operate legally. So, the next time you enjoy a delicious street birria taco, you just might have them to thank! Our team of seven fundraisers raised \$2,340.50, exceeding our goal at the very last minute thanks to the efforts of Mariana Lui, our VP of Marketing, who gave our social media posts a final push over the finish line. A special shout out to Don Adove, LAPA's Secretary, for his expertise and kind support in helping me organize

our team. A heartfelt thank you to President Travis Chow, Board Advisors Terri Walters, Jonathan Dang, and Tony Sipp for attending, as well as to the LAPA members, family and friends who generously donated and took part. Major appreciation to our friends from the Orange County Paralegal Association who we met up with at the event. So grateful to be a part of a such a welcoming community and I look forward to participating in next year's 5K.

Martha Izquierdo is currently a litigation paralegal at Susman Godfrey LLP. Before that, she worked at the Federal Public Defender's Office, the Los Angeles LGBT Center, and Esperanza Immigrant Rights Project. She earned her Bachelor's Degree in American Literature and Culture from UCLA and just recently received her Paralegal Certificate from Cerritos College. When she's not in the office she enjoys listening to 1970s Brazilian jazz funk or thrift shopping.

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LAPA Kicks Off Happy Hour Mixer Series with a Successful DTLA Event

by Don Adove – LAPA Secretary

We successfully launched the first of our Happy Hour Mixer series on March 6 at the Sheraton Grand Los Angeles Hotel, right in the heart of DTLA. Despite the rainy, cold weather, our turnout exceeded expectations. Guests enjoyed delicious food, cocktails, and an open bar, while making new connections and catching up with each other. To cap off the night, Sheraton Grand raffled off a prize of a one-night stay at their hotel.

For LAPA members, these small, casual gatherings provide a much-needed break from the stress of office work and deadlines. If you're looking to attend a networking event but not sure where to start, this is the perfect size where you won't get lost. Networking events offer members a chance to engage with the community beyond their workplace and connect not only with fellow members but also with partners in the legal community. There's no need for a specific theme for each gathering—just enjoy being merry and each other's company.

Afraid of missing out? When we invite you to our next Happy Hour Mixer, be sure to register and show up! We look forward to seeing you next time.

Don Adove is a Paralegal at Kennedys CMK LLP, Los Angeles office and is the Secretary of LAPA. His previous experiences include working as a Litigation Paralegal for a boutique law firm combining with his brief backgrounds in corporate and family law. He graduated in 2021 earning his Certificate in Paralegal Studies from UCLA Extension. He is a recipient of Relativity Fest Scholarship in 2024, and earned his RelativityOne Review Pro certification as recent addition to his achievement. 🏠





Navigating California's 2025 Employment Law Changes

by Bryan Corbett – LAPA Board Member & Newsletter Chair

California continues to lead the way in progressive employment laws, with several significant changes having taken effect in 2025. These updates impact wage standards, job postings, worker protections, and compliance requirements. This article highlights the most important changes and their implications for employers, employees, and legal professionals.

KEY EMPLOYMENT LAW CHANGES

Minimum Wage Increases & Compensation Adjustments

As of January 1, 2025, California's minimum wage increased to \$16.50 per hour for all employers, regardless of size. This increase also affects exempt employees, raising the minimum annual salary requirement to \$68,640. Additionally, various cities and counties may have their own local minimum wage rates, so businesses must remain compliant with regional laws. The increase has also affected penalties tied to wages, including:

- **Meal and Rest Period Premiums:** Penalties for break violations
- **Reporting Time Pay:** Compensation for early shift dismissals
- **Split-Shift Premiums:** Shifts split by longer than a meal break
- **Waiting Time Penalties:** Failure to pay final wages on time

Ending Subminimum Wages for Workers with Disabilities

Effective as of 2025, SB 639 eliminated the right of employers to pay workers with disabilities less than the minimum wage. Existing licenses permitting subminimum wages were phased out, ensuring equal pay for all employees and promoting workplace inclusivity.

Expanded Paid Family Leave & Sick Leave Protections

- **Paid Family Leave (AB 2123):** Employees are no longer required to use up to two weeks of vacation before accessing Paid Family Leave benefits, granting them greater flexibility.
- **Agricultural Worker Paid Sick Leave (SB 1105):** Provides farmworkers with paid sick leave during extreme weather events, such as wildfire smoke, heatwaves, or other declared emergencies.

Crime Victim Leave Expansions & FEHA Protections

AB 2499 expanded job-protected leave for employees assisting family members who are victims of specified crimes. Employees can now use state-paid sick leave for these purposes. Additionally, discrimination and retaliation for jury duty, court attendance, and victim leave protections are now classified as unlawful employment practices under the California Fair Employment and Housing Act (FEHA), giving the Civil Rights Department enforcement authority.

Workplace Rights & Anti-Discrimination Measures

- **Intersectional Discrimination Protections (SB 1137):** California now explicitly recognizes discrimination based on a combination of protected characteristics (e.g., race and gender) as unlawful.
- **Driver's License Restrictions in Job Postings (SB 1100):** Employers can no longer require a driver's license unless driving is an essential function of the job that cannot be performed by other means.

Freelance Worker Protection Act (SB 988)

This new law established contract and payment requirements for independent contractors:

- Contracts must be in writing and retained for at least four years.
- Payment must be made within 30 days unless otherwise specified.
- Retaliation against freelance workers enforcing their rights is prohibited.
- Violations may result in legal action by the freelance worker, Labor Commissioner, or public prosecutor.

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Restrictions on Captive Audience Meetings (SB 399)

Employers are now prohibited from requiring employees to attend meetings designed to influence their views on political or religious matters, including unionization efforts.

AI & Employee Privacy Regulations (AB 2602)

California officially defined “artificial intelligence” (AI) in employment law and introduced new restrictions on its use in the workplace.

- Employers cannot require employees to create, provide, or use AI-generated digital replicas of their voice, image, or likeness without explicit written consent.
- This law is designed to protect employee privacy and prevent the unauthorized use of AI-driven deep fakes or digital cloning in employment settings.

COMPLIANCE RECOMMENDATIONS FOR EMPLOYERS

To ensure compliance with these new laws, employers should take the following steps:


- **Review and update** employee handbooks and policies to incorporate the latest legal changes.
- **Implement new workers’ compensation poster and notice requirements**, including provisions for attorney consultation.
- **Conduct training sessions** for managers and employees to ensure they understand their rights and responsibilities under the updated laws.
- **Ensure job postings** adhere to the new driver’s license requirements, specifying when a driver’s license is a bona fide job necessity.
- **Audit independent contractor agreements** to guarantee compliance with the Freelance Worker Protection Act.
- **Implement safeguards** to prevent misuse of artificial intelligence in the workplace, particularly regarding employee privacy and digital likenesses.
- **Consult with legal professionals** regularly to navigate the evolving regulatory landscape and maintain full compliance.

KEY 2025 EMPLOYMENT LAW UPDATES: SUMMARY TABLE

| Law/Regulation | Key Provisions | Effective Date |
|----------------|---|----------------|
| SB 3 (2016) | Increases minimum wage to \$16.50 for all employers | Jan. 1, 2025 |
| SB 639 | Ends subminimum wages for workers with disabilities | Jan. 1, 2025 |
| AB 2123 | Removes vacation requirement for Paid Family Leave | Jan. 1, 2025 |
| SB 1105 | Grants farmworkers paid sick leave during extreme weather | Jan. 1, 2025 |
| AB 2499 | Expands job-protected leave for crime victims and families | Jan. 1, 2025 |
| SB 1100 | Prohibits driver’s license requirement in job postings | Jan. 1, 2025 |
| SB 988 | Establishes Freelance Worker Protection Act | Jan. 1, 2025 |
| SB 399 | Prohibits captive audience meetings on political/religious topics | Jan. 1, 2025 |
| SB 1137 | Strengthens protections against intersectional discrimination | Jan. 1, 2025 |
| AB 2602 | Defines AI in employment law and restricts digital likeness use | Jan. 1, 2025 |

CONCLUSION

California’s 2025 employment law updates continue to enhance worker protections while placing new compliance obligations on employers. Businesses must take proactive steps to stay informed about these changes, update policies, train employees, and ensure compliance. Seeking legal guidance will be critical in navigating the complexities of this evolving regulatory environment.

Bryan Corbett is a Paralegal specializing in employment law at Abramson Labor Group in Burbank, CA, where he supports litigation discovery in labor and employment cases. He also serves on the board of the Los Angeles Paralegal Association (LAPA) and chairs the LAPA Reporter Newsletter. Before transitioning into the legal field, Bryan built a successful career in the entertainment industry, working in creative and technology operations roles at NBC and Disney. He holds an MBA from USC, a Paralegal Certificate from UCLA Extension, and an undergraduate degree from UC Irvine. A proud Southern California native, Bryan resides in the Mount Washington area of Los Angeles. 



LAPA's 2025 Spring Career Conference

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Spring into Your Future:
Unlock Better Opportunities

Meet and network with senior paralegals and top recruiters who will help you identify the next steps in your career path that are right for you.

- The Recruiting Professionals Panel will provide insight on how agencies work as part of the team with HR/Paralegal Managers to match highly qualified candidates with the right position in the right firm.
- The Professional Certification Panel will explain the impact that professional certification can make in your career.
- The Alternative Career Panel will provide tips on optimizing skills so that you can envision yourself stepping outside the box of traditional paralegal roles onto alternative career paths.

April 26, 2025 8AM-12PM

- Cal State University, 6th Floor (DTLA Campus)
801 S. Grand Ave, Los Angeles, 90017

Ticket Prices

- LAPA Members Registration - \$35.00
- LAPA Student Members - \$30.00
- Non-Members - \$50.00



Register at www.lapa.org/newevents




Unlock Your Legal Career: Join LAPA's Spring Career Conference in DTLA!

by Isis S. Curiel – LAPA Executive V.P.

Whether you are an experienced legal professional, a newly certified paralegal, or a student taking legal courses, the LAPA Spring Career Conference has something for you at any stage of your career. With three panels centered around the hiring process, professional certifications, and alternative careers, attendees will have the privilege to hear from skilled professionals in their respective fields about their journeys. Each panel discussion will provide valuable insights and resources to help you navigate your unique career path. This is an opportunity for you to ask all of those burning questions, including the big one: how do I secure my next job? In addition to the panel discussions, attendees will have the option to participate in resume reviews by professional legal recruiters and receive a complimentary headshot—an excellent addition to any professional portfolio. Enhance your marketability and receive guidance for presenting yourself in interviews, the workplace, and throughout your professional career. A light breakfast

will be served, offering a chance to network with fellow attendees and a few of our amazing sponsors. The Spring Career Conference this year will be held at Cal State University (801 S. Grand Avenue, Los Angeles, CA 90017), 6th Floor, DTLA Campus from 8 AM - 12 PM. Special group rates are available for parties of ten or more; for more information, please contact Event Chair Don Adove. Students who are interested in attending, but are not yet members of LAPA, should reach out to admin@lapa.org to obtain a student ticket. We look forward to welcoming you to a morning of professional growth, networking, and camaraderie. Register today and take the next step in your legal career at <https://www.lapa.org/newevents>

Isis Curiel is a graduate of the University of California, Los Angeles, where she double-majored in English and African American Studies and minored in Chicana Studies. She fulfilled many roles while on campus, including being a student fundraiser, peer counselor, and resident advisor. While at Mt. San Antonio College, she graduated with a Paralegal Associate Degree from the ABA Certified program and earned the Certificate of eDiscovery and Litigation Support. In her senior year of high school, she gained ownership of and managed "Kettle Corn Angels," a kettle corn business, whose slogan is "Where we pop our bags one cause at a time." A portion of every bag sold is donated to a different cause each month. She co-owns and manages the business with her sister Sabrea Aijalon Curiel. Isis' passions are philanthropy, education, and advocacy, all of which have led her to an interest in law. She currently works at Athlon Legal, APC in Pasadena as a Paralegal Assistant. As the firm's Paralegal Assistant, Isis helps draft estate planning and estate administration documents for clients and serves as the firm's in-house notary. She enjoys client-facing work and assisting with the protection of assets in the estate planning and probate fields. 

NALA THE PARALEGAL ASSOCIATION CERTIFICATION NEWS



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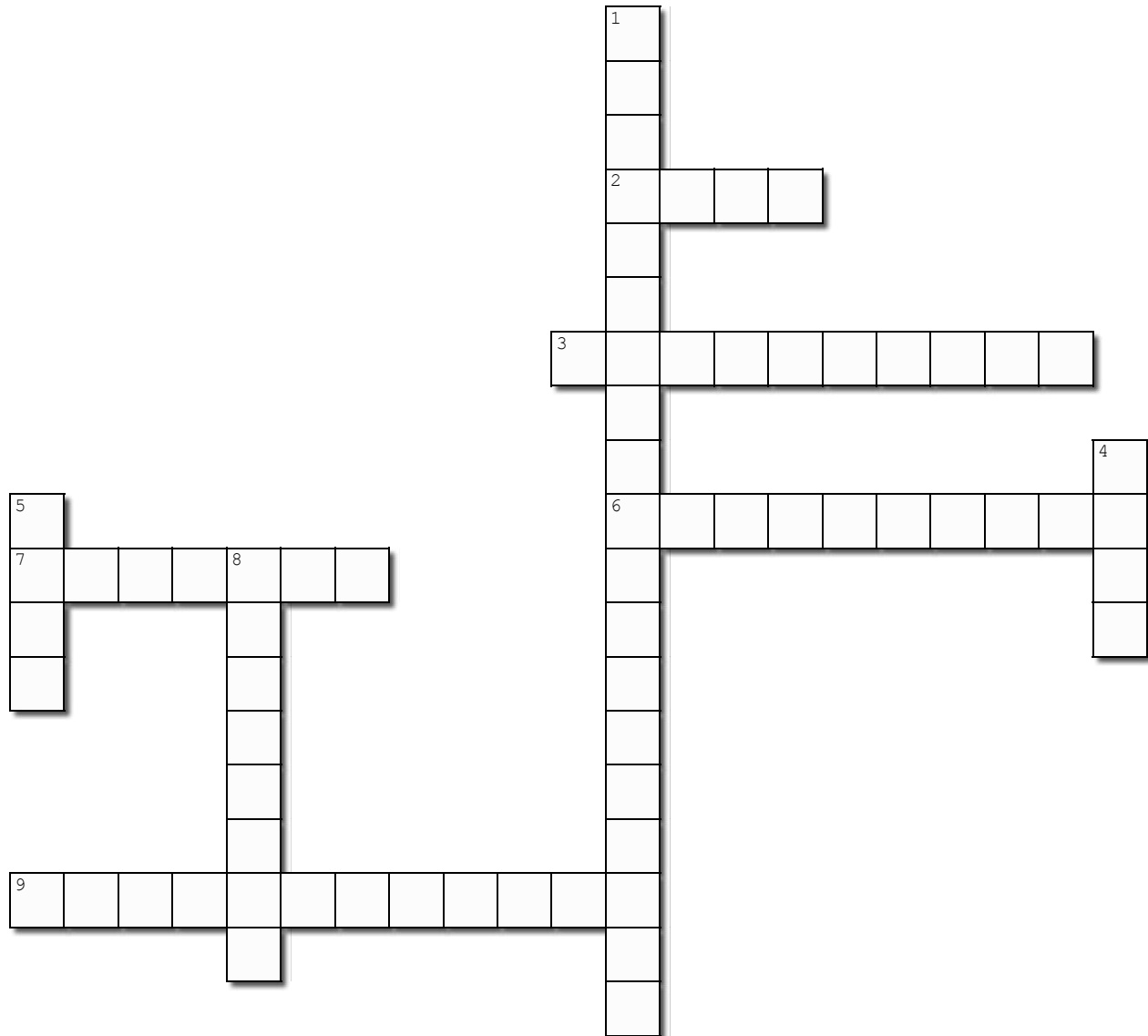
[Credly](#) provides a plethora of information about the paralegal field and its opportunities. At the bottom of your badge profile, click "Insights" to see available jobs, salaries, job locations, and much more!

RETIRING SOON?

If, after many years of service to the paralegal community, you are nearing retirement, please remember to submit the [CP® Retired Form](#) to NALA so you do not lose your hard-earned credential. Your certification status will be updated to "CP® Retired," and you will no longer be required to earn CLE. If you have questions, please contact us at cle@nala.org.

April Crossword Puzzle

Complete the crossword puzzle and learn some interesting facts about what subjects are honored in April!



ACROSS:

2. The Light It Up _____ initiative was created by Autism Speaks in 2010.
3. _____ affects an estimated 7% of children and 26% of adults with autism.
6. A literary movement started in the early 20th century by some of the first Arab Americans.
7. Arab immigration to the U.S. began in the 1880s, primarily from the _____ Empire.
9. Many young adults with autism do not receive any healthcare for years after they stop seeing a _____.

DOWN:

1. Officially recognized by President Biden in April 2021.
4. Nearly 4 million Americans can trace their heritage to an _____ country.
5. _____ are four times more likely to be diagnosed with autism.
8. _____, Illinois, California, and New York have the largest Arab American populations in the country.

ANSWER KEY FOUND ON PAGE 21



Looking Forward Despite COVID-19

by Deena Bowman

Living with the COVID-19 virus has altered our approach to enjoying recreational and cultural pursuits. However, good times can still be experienced –albeit in different ways. April marks Arab American Heritage Month, bringing a range of activities to celebrate.



ENJOY ARAB & NORTH AFRICAN CINEMA

The Hollywood Arab Film Festival Association will unveil its 4th Hollywood Arab Film Festival (HAFF) as part of the celebration of Arab American Heritage Month. The festival provides Arab and North African filmmakers the opportunity to create, gather, and showcase their work. HAFF takes place from April 9-13 at LOOK Dine-in Cinemas

in Glendale. For further information, visit the HAFF website at <https://hollywoodarabfilmfestival.org/>. Ticket sales for viewing the featured films will open soon. Follow HAFF on Instagram for updates @hollywoodarabfilmfestival.



ENJOY TALES OF THE "BANQUETS OF MARRAKESH"

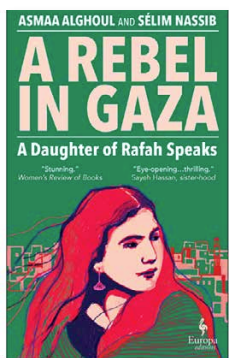
Culinary historian Charles Perry will give a free lecture on the unique culinary traditions of Morocco, the only Arab country that was never conquered by the Turks, thus preserving its roots in medieval Moorish Spain as well as North Africa. The free event will take place at the Central Library in Downtown Los Angeles on Saturday, April 12, from 10:30 am to 12:00 pm. To reserve a spot, RSVP at <https://www.eventbrite.com/e/charles-perry-banquets-of-marrakesh-tickets-1280373514649?aff=ebdssbdestsearch>

Deena Bowman is a Senior Legal Analyst at the State Compensation Insurance Fund in Glendale, California. Deena earned her paralegal certificate from the University of West Los Angeles, and she was a former Director at Large with LAPA.

LAPA READING CORNER

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

by Deena Bowman



A Rebel in Gaza: A Daughter of Rafah Speaks

by Asmaa Alghoul and Sélim Nassib

A Rebel in Gaza is Alghoul's story as told to Franco-Lebanese writer Sélim Nassib over the course of the "Arab Spring" through meetings, phone calls, Skype, and even texts during the siege of Gaza in 2014, when Israel conducted Operation Cast Lead

in response to several rocket attacks by Hamas. Early in her life, Alghoul's father taught her a valuable lesson in resilience when his then-employer began to pay his salary late. "But my father was not the kind of man to give up easily; he was a fighter. He gathered us all together--there were nine of us children by then—and explained that we were going to sleep on the premises of the Abu Dhabi firm where he worked. . . . If he had taken no action, simply groaned and gotten into debt, I would never have become what I am today." Alghoul's *A Rebel in Gaza* offers an intimate look into life, politics, and survival in Gaza over recent years, providing readers with a nuanced and singular perspective on the current conflict.

2024, 224 Pages, Europa Editions, \$18.00, softcover. Also available for checkout from the Los Angeles Public Library in eBook & eAudiobook.



Breaking Down the Corporate Transparency Act: Important Issues for Paralegals to Know

by Brenda Martinez

The Corporate Transparency Act¹ (hereafter, the “CTA”) was enacted by Congress in 2021 and it introduced a new federal reporting requirement, known as the Beneficial Ownership Information Report (hereafter, the “BOIR”), for certain entities (hereafter, “Reporting Companies”), which went into effect on January 1, 2025. Willful failure to comply with this reporting requirement could result in civil penalties of \$500 for each day the filing remains outstanding with a maximum amount of \$10,000 and/or imprisonment.

With its recent implementation and the potential for penalties, the goal of this article is to highlight important issues paralegals should keep in mind when preparing BOIR reports for their clients not only to streamline the process, but also to reduce the risk of reporting errors and corrections.

Before exploring the specific information required for the BOIRs, it is important to clarify which entities are subject to this reporting requirement, and to understand *whose* information needs to be provided, as explained in detail below:

I. Which companies does the term “Reporting Company” include?

The U.S. Department of the Treasury’s Financial Crimes Enforcement Network’s (“FinCEN”) defines a Reporting Company as a corporation, a limited liability company or other similar entity formed under the laws of a foreign nation, but that registers in the U.S. under the laws of a State or Indian Tribe.² However, it does not apply to companies that exercise governmental authority on behalf of the U.S., tax-exempt entities, banks, brokers or dealers in securities, insurance companies, credit unions, etc.³

II. Who is considered a Beneficial Owner?

An individual who personally or through another company owns or controls 25% of the ownership interests of a Reporting Company or exercises substantial control over the Reporting Company.⁴

III. Who is considered the Company Applicant?

The Company Applicant is defined as the individual who either *forms* the Reporting Company or *registers* the foreign Reporting Company under the laws of a State or Indian Tribe. This individual is responsible for directing the preparation and filing of the BOIR.

After you determine whether your client or their company is subject to the reporting requirement and you identify the beneficial owner(s) as well as the company applicant(s), you can now proceed to the information gathering stage.

IV. Required Information from the Company Applicant and the Beneficial Owner(s):

- a) Full legal name;
- b) Date of birth;
- c) Current residential address; and
- d) Acceptable identification number and a scanned copy of the document, which could be either a nonexpired U.S. or foreign passport or nonexpired driver’s license issued by a State.

V. Required Information from the Reporting Company:

- a) Legal name, as it appears in the formation document filed with a secretary of state;
- b) Tax Identification Number;
- c) State or country of formation;
- d) Current U.S. address.

Once you compile the required information and documentation, you are ready to prepare and submit the report electronically via FinCEN’s website at <https://boiefiling.fincen.gov/fileboir>, which gives you the option to either submit the information as a PDF file, or to prepare and file the report directly online.

continued on page 17



How Pro Bono Work Helped Me Break Into the Profession

by Amber Sotomayor

As a high school teacher, I was worried about making my career change during 2020, when the COVID pandemic became a huge roadblock for me. I was unable to attend workshops in person (let alone classes), and was struggling to find a way to “break in” to the new career I had chosen. I was trying to gain as much experience as I could prior to the fall of 2020, when I was no longer going to teach high school. I had turned in my slip to say I was no longer returning, so I had to fill in that resume gap quickly that spring.

Not all organizations were able to evolve during the pandemic quickly enough to continue to serve their community virtually, but luckily for me, one was Bet Tzedek. Largely focusing on issues for Southern California residents at the time who had landlord/tenant issues, Bet Tzedek held (and still holds) a Wednesday night telephone clinic for the community. (It is now focused on Workers’ Rights.)

The main job associated with my pro bono work was relating to intake. I would take phone calls, jot down the main points/issues that clients were having, wait in the queue (the attorneys were in the main Zoom room), and after getting some feedback with suggestions, call the client back with new attorney suggestions. As all intake specialists know, it requires a great deal of soft and hard skills to do a good job. Many clients needed extra care—COVID was wreaking havoc on our community, and so many were scared of being evicted. As with all things, with added experience, I was able to build a rapport with our more frequent callers, take better notes, communicate more effectively with both the attorneys and clients, all while gaining the knowledge of the particularities of tenant/landlord rights in Southern California. As paralegals, we are what we know.

Even though I only volunteered for the Spring and Summer of 2020, my time at Bet Tzedek has stayed with me. Every interview I’ve done for a paralegal position has asked me about my time there, and most recruiters and hiring managers understand how critical it is to the firm /organization that their paralegal can manage clients themselves, not simply their files and filings. It is a role that oscillates between data management and relationships. My takeaways at Bet Tzedek continue to assist me when I am speaking to attorneys, clients, their staff, and the variety of vendors we use on a daily basis. The old saying is true—people will forget what we say to them, but remember how we made them feel. It is this aspect of the paralegal role that makes the career very different from others, which may solely

continued on page 19

FEDERAL LAW UPDATES - cont. from page 16

Conclusion:

When addressing BOIRs, it is important to first determine whether the reporting requirement applies to your client and then identify the parties that meet the definitions under the CTA. Once you complete these two (2) steps, you may move on to the information gathering stage. Following these steps will help reduce errors and streamline the preparation and filing process.


1 See 31 U.S.C. Section 5336.

2 While the CTA's definition includes Reporting Companies formed under the laws of a State, on March 21, 2025, FinCEN released an interim final rule stating the term Reporting Company only applies to Reporting Companies formed under the laws of a foreign nation. See <https://finccn.gov/news/news-releases/finccn-removes-beneficial-ownership-reporting-requirements-us-companies-and-us>

3 This list is not comprehensive, please refer to 31 U.S.C. Section 5336 (11) for a complete list.

4 Reporting Companies are not required to report Beneficial Owners who are U.S. persons. See <https://finccn.gov/news/news-releases/finccn-removes-beneficial-ownership-reporting-requirements-us-companies-and-us>

5 E.g., the Incorporator, in the case of a corporation or an Organizer, in the case of a Limited Liability Company, a CPA, etc. In other words, anyone who signs their name on the formation documents will be regarded as the Company Applicant.

Brenda Martinez is the Lead Paralegal at Ascendant LLP, a law firm specializing in tax, business, and estate planning. 



A monthly column where sponsors and/or vendors share helpful hints

California Increases Auto Insurance Minimums for the First Time Since 1967

by Matthew D. Walters

After 58 years, California has raised the minimum amount of auto insurance drivers are required to carry. The Protect California Drivers Act, Senate Bill 1107, went into effect on January 1, 2025, with the goal of catching up with inflation and providing greater protection to accident victims. The previous coverage limits had been in place since 1967, while medical treatments, vehicles, vehicle repairs, and other accident-related expenses have risen.

Prior to January 1, 2025, California required a minimum liability coverage of \$15,000 for bodily injuries or death per person, \$30,000 for injuries or death per occurrence, and \$5,000 for property damage. SB 1107 increases these amounts to \$30,000 for bodily injuries or death per person, \$60,000 for injuries or death per occurrence, and \$15,000 for property damage. These new minimum coverage amounts will remain in effect until 2035, where they will rise to \$50,000 for bodily injuries or death per person, \$100,000 for injuries or death per occurrence, and \$25,000 for property damage.

These changes bring both benefits and challenges to California drivers. On the positive side, this increase in coverage gives greater protection to at-fault drivers, as this increase in coverage better reflects the rising costs of medical care and vehicle repairs. However, these new liability coverage minimums also mean that insurance premiums will likely rise, perhaps resulting in an increase in uninsured drivers who already struggle to maintain auto insurance

continued on page 19

LAPA MCLE SERIES



Recent MCLE Sheds Light on Traumatic Brain Injury

by Don Adove – LAPA Secretary

The latest MCLE, focusing on Traumatic Brain Injury (TBI), successfully concluded last month, drawing a diverse audience of legal audiences eager to expand their understanding of this critical subject. Attendees gained valuable knowledge on how to effectively represent clients suffering from these life-altering injuries.

The key highlight of the presentation by Dr. Paul Kaloostian, a renowned neurosurgeon, who shared his expertise on the latest advancements in TBI assessment and management. He provided essential

insights into understanding TBI, interpreting medical records, selecting expert witnesses, and leveraging advanced technology in examinations. His insights were especially appreciated during the engaging Q&A session where participants posed interesting questions.

The seminar underscored that TBIs are complex injuries requiring comprehensive medical care and significantly impacting a person's life. This necessitates a thorough approach to legal representation, emphasizing the importance of understanding both the medical and legal dimensions, including collaboration with medical experts.

LAPA provides continuing education programs available to its members and the community for an affordable course enhancing knowledge, skills, and to staying compliant with Business and Professions Code § 6450. Exciting topics are in our pipeline for future releases, so keep an eye for the announcement, and we hope to be seeing you there! 🏢

feed off the processing nature of data and statutes, and makes it the most fulfilling. I gladly take comfort in knowing that we helped someone from being evicted, but will also carry the fond memory of a matzo ball soup recipe modification from one of my clients at Bet Tzedek. Both are true testaments that my transition from one career to another was the right decision for me.


THE INSIDE BIZ II - cont. from page 18

coverage. Additionally, these increased premiums may cause drivers who previously had a surplus of insurance coverage to lower their coverage to this new minimum, resulting in insufficient coverage for serious accidents. Our focus is on effectively managing resulting demands and lawsuits, regardless of their coverage limits, and SB 1107's increase will not change our strategy of ensuring reasonable settlements while avoiding unnecessary financial exposure.

In conclusion, while these new minimum coverage amounts afford greater protections, they also bring challenges that may impact insured drivers statewide. California drivers should carefully review their policies to ensure they are adequately covered for their individual needs.


For more information, please contact [Matthew D. Walters](#) at matthew.walters@fmglaw.com or [your local FMG attorney](#).

Republished with permission from <https://www.fmglaw.com/insurance-4/california-increases-auto-insurance-minimums-for-the-first-time-since-1967/>

Matthew Walters is an Associate based in Freeman Mathis & Gary's Downtown Los Angeles office. His practice focuses on Torts and Catastrophic Loss. Mr. Walters earned his Bachelor of Science from San Diego State University and his Juris Doctor from the University of San Diego School of Law. During law school, he gained significant legal experience as a Judicial Extern to the Hon. Andrew G. Schopler of the U.S. District Court for the Southern District of California. During his second and third years, Mr. Walters worked as a Certified Law Clerk at the University of San Diego Veterans Clinic and Villasenor Law Offices, a personal injury firm, earning hands-on civil litigation experience. 

To learn more about Bet Tzedek, read and follow their newsletter here: <https://bettzedek.org/pro-bono-matters-newsletters/>

To volunteer at Bet Tzedek, visit <https://bettzedek.org/volunteer/>

Amber Sotomayor is a litigation paralegal at Klinedinst PC, supporting trial teams in complex civil matters. A former high school teacher, she brings strong communication and organizational skills to her legal work. She is an active member of the Los Angeles Paralegal Association and Women in eDiscovery. Outside of work, she enjoys the beach and hopes to swim in the ocean one day. 



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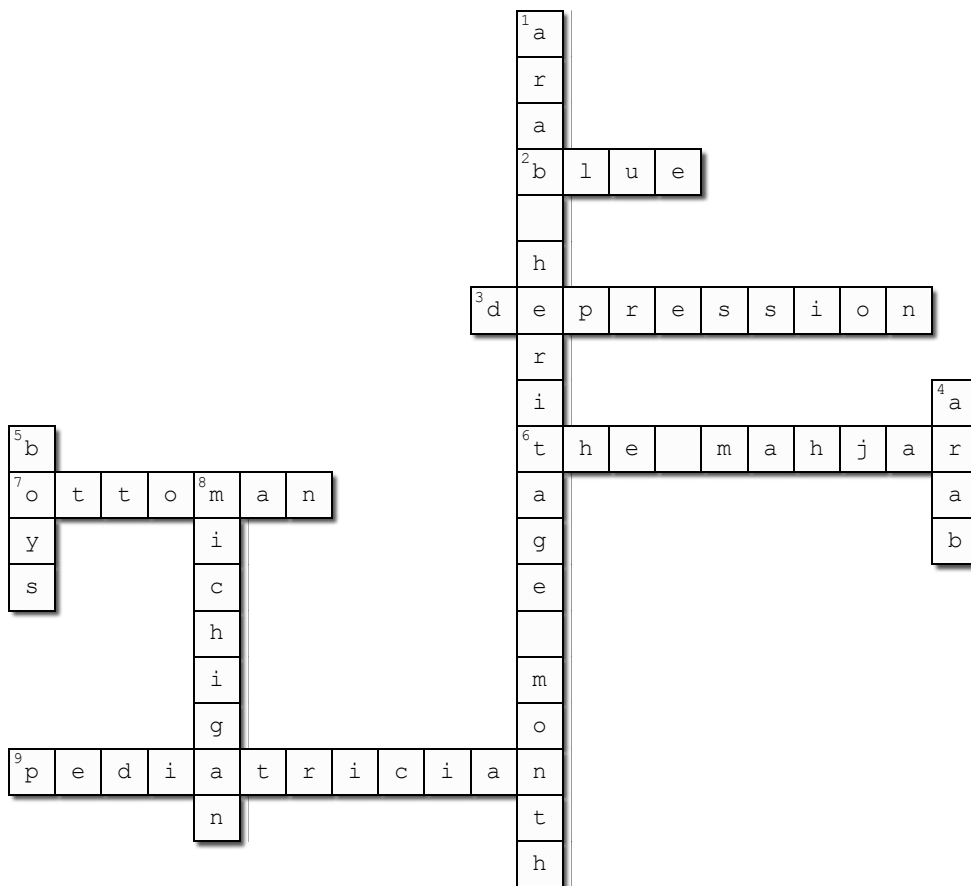


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ASSOCIATION
CAREER NETWORK

LAPA'S CROSSWORD PUZZLE - cont. from page 16



ANSWER KEY

ACROSS

2. Blue
3. Depression
6. The Mahjar
7. Ottoman
9. Pediatrician

DOWN

1. Arab Heritage Month
4. Arab
5. Boys
8. Michigan

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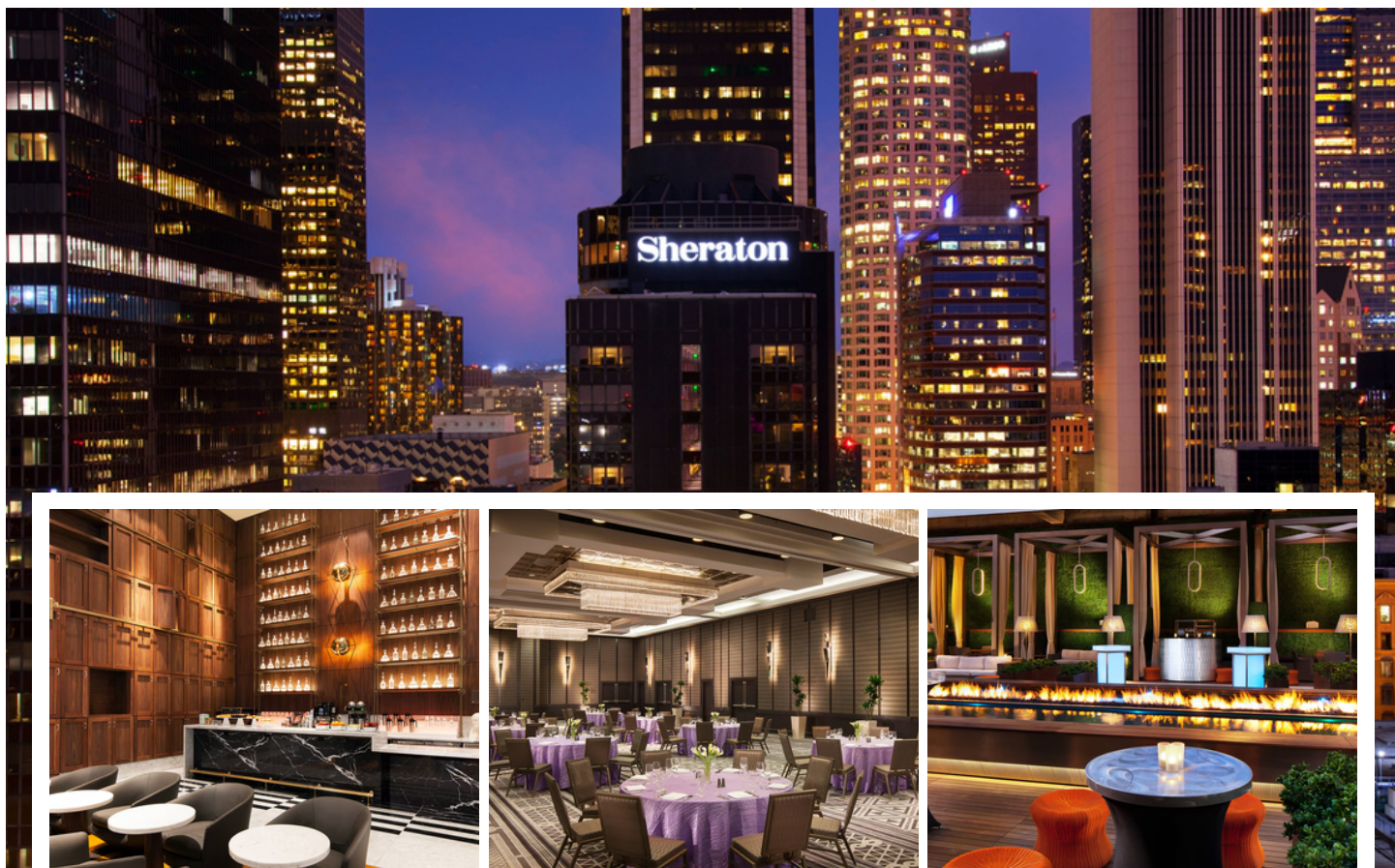


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Child Welfare in Los Angeles County



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



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

Black & Hispanic children encompass

 **81.5%**

of children/youth in care.

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



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

The Solution? The Essential History Program!

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



Program Goals

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

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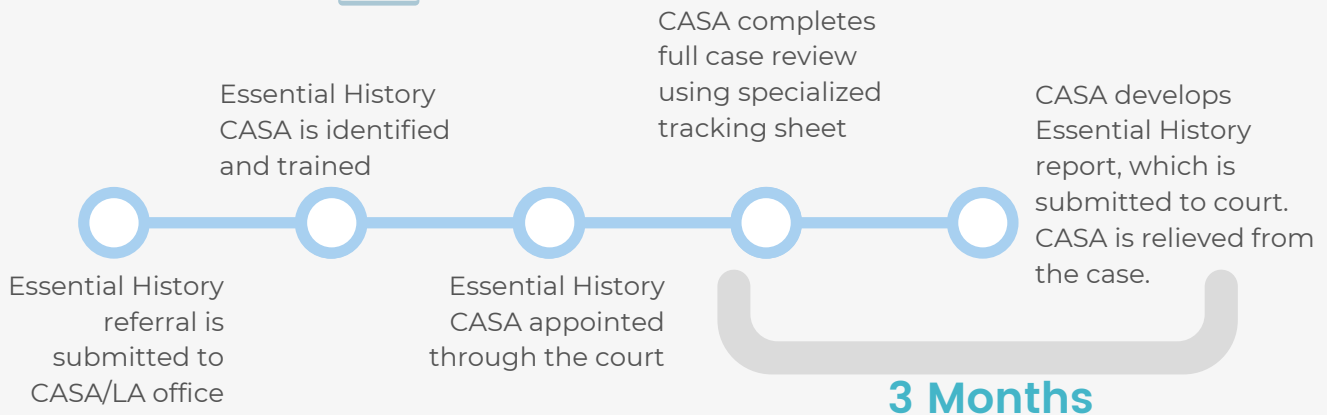
Essential History Program



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Process & Timeline



The Report

Objective & Neutral Language

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

Strengths-Based

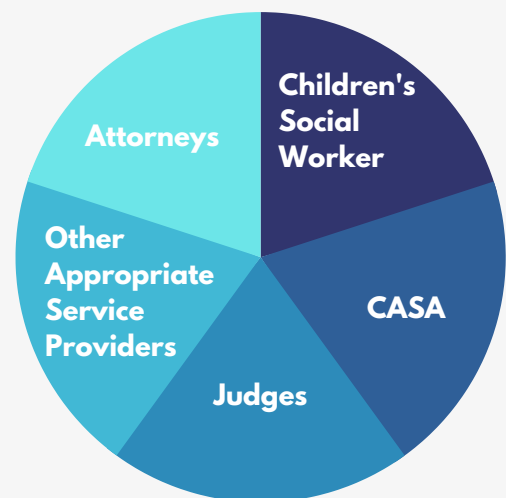
Focus is kept on not creating a negative perception of the youth

Report Content

Report Covers Risk & Protective Factors in the areas of:

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

Who Can Access the Report?



Questions?

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



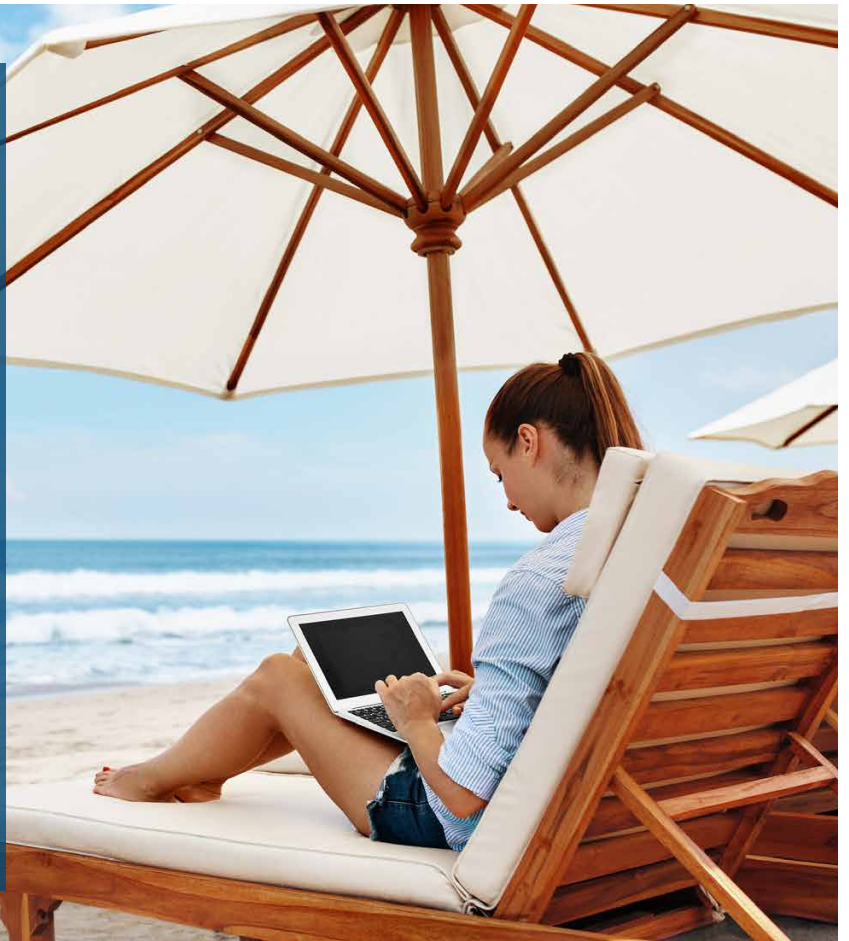
The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of 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.

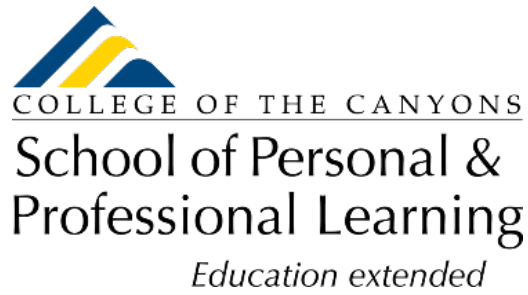
Diversity and inclusion are LAPA's initiative. We hold firm in striving to be more inclusive and diverse to reflect the community that we serve and represent. Moreover, LAPA will continue to steadfastly advocate and create initiatives to prepare and support our paralegals.

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Spring 2025

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|-------------------------------|-------------------|-----|-------------------|-------------------|
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| NC.PLGL-001-86753 – Knowledge | 2/24/25 – 5/10/25 | 11* | Online | Online |
| NC.PLGL-002-86755 – Skills | 2/22/25 – 4/05/25 | 7 | S 9:00 – 11:30 am | OnlineLIVE (Zoom) |
| NC.PLGL-002-86757 – Skills | 4/19/25 – 5/31/25 | 7 | S 9:00 – 11:30 am | OnlineLIVE (Zoom) |

*Spring break, 4/7/25 – 4/13/25

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Speaker

Virginia A. Suveiu, Esq.

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Los Angeles Paralegal Association

2025 HOT Topics in Real Estate Law

**Unlawful Detainer, Landlord-Tenant
and Breach of Contract Issues**



**April 30, 2025
6:00PM**

Speaker

Keith A. Attlesey

Members \$20

Student Members \$15

Non-Members \$40

MCLE Credit 1.0

Register at:

www.lapa.org/newevents

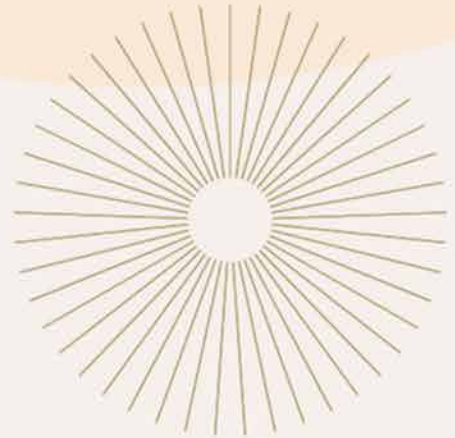




LAPA & OCPA
Invite You To



Volunteer With Us!



May 31, 2025
11AM - 1PM
OC Food Bank
1870 Monarch St,
Garden Grove

Sign up at www.lapa.org/newevents

Members Only Benefits

Regional and Networking Sections

LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

Vital Savings

This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA's website, www.lapa.org.

Working Advantage

LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website "Members Only" section.

United Insurance Partners

LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA's website, www.lapa.org, for more information.

NALA Affiliation

LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation's leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state's borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

Freelance/Contract Paralegal Listing

LAPA provides a "Freelance Paralegals" section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of \$60, you can post your contact information on LAPA's website for six months. You can sign up online through the Members Only section of the website.

Membership Database

Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members' legal specialties and geographical areas.

Credit Union

LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over \$435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

Lorman Education

LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.





Bet Tzedek Needs YOUR Help!

Intake Services Volunteers Sought

Bet Tzedek's Intake Services volunteers conduct pre-screening assessments in order to determine the appropriate course of action for individuals who call seeking legal assistance. Our volunteers are often the first contact our community has with our organization, and we rely on our volunteers to handle a high volume of calls from a diverse population of individuals with a broad range of needs.

Gain Issue Spotting and Client Interview Experience

Under attorney supervision, volunteers develop foundational legal skills, including learning to spot legal issues; to conduct telephone interviews with potential clients dealing with challenging, stressful situations; determining what information provided by the caller is relevant; and to begin to develop judgment of potential cases in a wide array of legal areas. Volunteering with Intake Services also provides first-hand knowledge of the landscape of legal services available in Los Angeles County and exposure to and understanding of the issues faced by the communities we serve.

Commitment: 40+ hours. During the school year, we ask that volunteers commit to working in the Intake Center for 8-10 hours/week for 8-10 weeks. During certain periods, such as winter break, we may be able to accommodate schedules that include a higher number of hours per week for fewer weeks. Work must be completed during normal business hours (M-F, 9am-5pm).

To Apply: Email volunteer@bettzedek.org or call (323) 549-5839 with any questions. Spanish language skills are highly preferred, but not required.

WELCOME NEW & RENEWING LAPA MEMBERS

The following is a listing of legal professionals and paralegal students who joined or renewed their membership in Los Angeles Paralegal Association within the last 30 days. The employer and work telephone number also are included when available. If any information is incorrect, please fax corrections to 866-460-0506, call LAPA at 866-626-LAPA or e-mail updates to info@lapa.org.

VOTING

| | | |
|---------------------------|-------------------------------------|-------------------------------|
| Beverly Banner | Kimball Tirey St. John LLP | bevban_smith@yahoo.com |
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| Janita Fisher | | janitadfisher@gmail.com |
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| Enshia J. Greer, CLA | Kutak Rock | greerenshia@yahoo.com |
| Ashley Hoffman | Boyd Law, APC | ashley21122@yahoo.com |
| Robert Jaime | Law Office James C. Shields | rjaime486@yahoo.com |
| Leah Killgore | Self-Employed | leahmkillgore@gmail.com |
| Heather Wollin | Law Office of Andrea Merrell Caster | heatherlwollin@gmail.com |

ASSOCIATE

| | | |
|------------------|---------------------------------------|-------------------------------|
| Julio Bonilla | The Bonilla Group | julio@thebonillagroup.com |
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| Rhonda Johnson | Fremont University | rhondajballoons@yahoo.com |
| Hosun Leem | | pri_leem25@yahoo.com |

STUDENT

| | | |
|-------------------------|---|--------------------------------|
| Sandra Beckler | LSAT | sbm70457@gmail.com |
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| Ava Leraris | University of California Los Angeles | arleraris@gmail.com |
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| Melissa Vaughn | UCLA extension | melissa.m.vaughn@gmail.com |
| Brett Warner | UCLA Extension | brettwarner2408@gmail.com |



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| Jacqueline S. Loza, JD | Freelance Paralegal | 818.392.4411 | jacquelinesloza@gmail.com |

SECTIONS, COMMITTEES & OTHER LAPA INFORMATION

| | | |
|-----------------------------------|-----------------------------|--------------------------------|
| Administrative Manager | Tracey Booth | admin@lapa.org |
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| LAPA Pro Bono Counsel | Bethelwel Wilson, Esq. | bethelwel@gmail.com |
| Bankruptcy Section | Tracey Booth | info@lapa.org |
| Board Advisors | | info@lapa.org |
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| Corporate/Real Estate Section | Gina Rosales | treasurer@lapa.org |
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| Family Law Section | Terry Wright, ACP | terry.wright@dignityhealth.org |
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| | Talar Guedikian | |
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| | Terry Wright, ACP | terry.wright@dignityhealth.org |
| Paralegal Certification Committee | Terry Wright, ACP | terry.wright@dignityhealth.org |
| Parliamentarian | Terry Wright, ACP | terry.wright@dignityhealth.org |
| Probate & Estate Planning Section | Gina Rosales | treasurer@lapa.org |

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Visit www.lapa.org and go to the Member Benefits page.

***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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LOS ANGELES PARALEGAL ASSOCIATION

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