

The Tickler



A Bi-Monthly Publication of Douglas-Carson Legal Professionals

September 2025

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Cooler nights are just around the corner and fall will be here in no time. I can't believe how fast time flies. Hope everyone did something fun and happy during the summer. Life is short and we must enjoy the time we have.

If you have something to share about your fun summer, send your story or photos to our Editor [Dee](#) for inclusion in the next issue.

Our own Mary Baldecchi will be our speaker this month. She is starting a series titled "PP/CLP Review" which will include a PowerPoint presentation on ethics, grammar, communication, and other legal-related subjects. This month's presentation will be on written communications.

Here are some interesting events of a legal nature which have occurred in the month of September:

- **Labor Day.** Made a federal holiday in 1894 to recognize American workers on the first Monday of September.
- **U.S. Federal Court System.** Established by one of the first acts of Congress, creating a federal court system separate from state courts, with its anniversary on September 24.
- **U.S. Bill of Rights.** The first ten amendments to the U.S. Constitution were adopted by the first Congress on September 25, 1789.

[continued on page 2]



DCLP LIVE!!

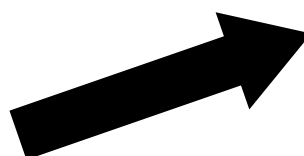
No Reservation Needed

Via ZOOM **Wednesday, September 3, 2025**

at 12 p.m.

No charge for guests.

Meeting ID: 922 280 3023 Passcode: 412889



ALL ATTENDEES ARE ELIGIBLE FOR THE GIFT CARD DRAWING AT THE CONCLUSION OF THE MEETING

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Douglas-Carson Legal Professionals

Presents

CERTIFICATION REVIEW

Part 1 of 4—Written Communication with Mary Baldecchi, Emeritus PP, PLS

Written communication is the process of expressing and exchanging information or ideas through written words, symbols, or images. This form of communication can take many formats, including emails, letters, reports, books, and digital messages, and is often characterized by its ability to create a permanent record, allow for detailed explanations, and reach a wide audience.

Key components of effective written communication include a clear structure, appropriate tone and language for the audience, and accuracy in grammar and spelling.



(continued from page 1)

- **The Continental Congress.** First assembled in Philadelphia in September 1774.
- **U.S. Constitution.** Voted on by Congress and sent to state legislatures for approval in September 1787.
- **Treaty of Paris.** Signed in September 1783, officially ending the American Revolutionary War.

I hope to see you at our September 3rd Zoom meeting at noon. It's so easy to attend these meetings and we always learn something from them. It is so worth your time to attend. See the Zoom sign-in information on page 1. Thank you.

Maria Nelson, PLS

DCLP presents Cognitive Fitness



It's time to go back to school! Here is a list of names of things you probably didn't know. If you did, skip to the head of the class and brag how many at our September meeting!

- The space between your eyebrows is called a **glabella**.
- The way it smells after it rains is called **petrichor**.
- The plastic or metallic coating at the end of your shoelaces is called an **aglet**.
- When your stomach rumbles, that's a **wamble**.
- The cry of a new born baby is called a **vagitus**.
- The prongs of a fork are called **tines**.
- The sheen of light that you see when you close your eyes and press your hands on them is called **phosphenes**.
- The tiny plastic thing placed in the middle of a pizza box is called a **box tent**.
- The day after tomorrow is called **overmorrow**.
- Your little toe or finger is called the **minimus**.
- The wired cage that holds the cork on the a bottle of champagne is called an **agraffe**.
- The “na na na” and “la la la”, which don't really have any meaning in the lyrics of any song, are called **vocables**.
- When you combine a question mark with an exclamation mark (?), it is referred to as an **interrobang**.
- The space between your nostrils is called **columella nasi**.
- The armhole in clothes, where the sleeves are sewn is called **armscye**.
- Finding it difficult to get out of bed in the morning is called **dysania**.
- Illegible handwriting is called **griffonage**.
- The dot over an “i” or a “j” is called a **tittle**.
- That sick feeling you get after eating or drinking too much is called **crapulence**.
- The metal thing used to measure your feet at the shoe store is called **Bannock device**.

Origins of Phrases

During the Victorian era in the United Kingdom, working class people were highly taxed so many people's goal was to try to avoid paying it as much as possible. There was a slang word for tax which was “Scott” so those who successfully avoided paying tax were considered to have gotten away Scott free.

Also in the Victorian era bakers were required by law to sell a full dozen loaves of bread. Otherwise they would be punished for potentially ripping off customers. To make sure they never sold any bread short, the bakers would add an extra loaf to be on the safe side and this is why today a baker's dozen is 13 and not twelve.

In the early 1800s, rich people would often host dinner parties. If anybody at the party upset the host for any reason, then the host would serve the unwanted guest a cold piece of meat which was a polite way of telling them they were no longer welcome. This piece of meat was usually a shoulder hence why we give the cold shoulder to somebody we would like to dismiss.

In the 16th century, the popular nursery rhyme called “Hey Diddle Diddle” originated in England. In the rhyme it features a cow jumping over the moon as an expression of achievement. So in times of joy people would refer back to this rhyme by saying they were over the moon.

Sudoku Puzzle for September



Photo credit: Margaritaville's
Resort at Lake Tahoe

	8		6	7			1	
		9	8	4	5			
	4		9					8
	7					1	6	
5	3						2	9
			3	6				7
		7			2			
	9	2					3	

The answer to September's
Sudoku puzzle and brain
teasers will appear in the
November issue..

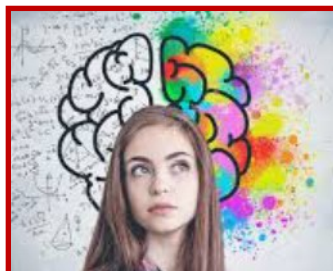
BRAIN TEASERS

Answer to July's Puzzle.



PUZZLE 1: You have two ropes and a lighter. Each rope takes exactly one hour to burn but doesn't burn evenly. How do you measure 45 minutes?

PUZZLE 2: You have 9 balls, all identical except one that's heavier. You have a balance scale and can use it twice. How do you find the odd ball?



Quiz on Intellectual Property

Submitted by Mary Baldecchi, Emeritus PP, PLS

- _____ 1. The Patent and Trademark Office is an agency of the United States Department of _____.
- A. Trade
 - B. Commerce
 - C. Patents
 - D. Copyrights
- _____ 2. Samples of a _____ are words, names, symbols, device or combination thereof.
- A. trademark
 - B. service mark
 - C. water mark
 - D. registered mark
- _____ 3. The duration of a trademark is _____.
- A. twenty years from the date of application
 - B. unlimited, as long as the mark is in use
 - C. fourteen years from the date of application
 - D. none of these choices
- _____ 4. Which of the following is a false statement regarding trade secrets?
- A. Protection extends to both ideas and their expressions.
 - B. Trade secrets involve no registration or filing requirements.
 - C. They consist of customer lists, plans, research and development, and pricing information.
 - D. Duration of a trade secret is unlimited even if it has been revealed to others.
- _____ 5. A term that is used to indicate part or all of a business's name and that is directly related to the business's reputation and goodwill is a _____.
- A. trademark
 - B. patent
 - C. trade name
 - D. trade secret

ANSWERS ARE ON PAGE 13.



The next Lunch Bunch meet up will be on Wednesday, September 17, 2025 at noon at Juan's Mexican Grill, 318 North Carson Street in Carson City. If you can get away, please join this opportunity to socialize and catch up with our members.

GRAMMAR GAMES

What's Wrong With This Sentence?

[Editor's Note: This is a new column in the Tickler to sharpen grammar and editing skills. Five sentences will be presented. Your task is to read, edit (if necessary), or circle "stet" (let it stand)—a term we all know. Space to edit or rewrite the sentence has been provided. The answers, as well as explanations, appear elsewhere in this issue.]

1. Thank goodness the corpse flower is in bloom, Amelia thought to herself. That should throw off the police dogs.
STET
2. Due to ongoing track work, B, D, and F trains will not be stopping at 34th Street in both directions. STET
3. Behind the sofa there was a dust bunny; under the table there was a sleeping dog; in the aquarium there was a red herring. STET
4. Zebedee's eyes darted around the room as he sought a means of escape, but the insurance salesman was closing in fast. STET
5. Boris was absolutely certain that lizard people from the constellation Draco had taken over the government.
STET

Nevada Legal News

[2025 Nevada Legislative Session Bill Tracker](#)

[New laws that went into effect in Nevada in 2025](#)

[Nevada Overtime Laws 2025: A Complete Review](#)

What new content and topics would you like to see in The Tickler in 2025? [Email the Editor](#) with your suggestions.



Editor's note: *When putting together this issue, I was stumped over what professional topic to cover that we haven't already addressed. So... I channeled Generation Alpha** and asked Google: "How do you care about professional development when you're indifferent?" Here is AI's answer.*

To approach professional development when you feel indifferent, you must first re-evaluate your motivations and define what success means to you right now. The goal is to move from a feeling of obligation to a place of practical, self-serving action.

Reconnect with your "why." It's common to lose enthusiasm for work, especially after the "honeymoon" phase is over or if your personal circumstances have changed.

- **Understand the root cause.** Reflect on when you felt more engaged. Was it a specific project, a certain team, or a type of challenge? Journaling about what gives you energy and what drains it can help you identify patterns.
- **Focus on the bigger picture.** Think about what your job enables in your life. Does it provide financial stability for your family or give you the freedom to pursue your passions outside of work? Reframing your job as a means to a fulfilling life can restore a sense of purpose.
- **Create goals that align with your current values.** If career climbing is not your priority, focus on different goals. This could be improving your skills to reduce stress, becoming more efficient to work fewer hours, or developing a specific strength you genuinely enjoy using.
- **Adjust your mindset and actions.** Your feelings of apathy are a signal, not a final verdict on your career. Use these strategies to make your day-to-day work more bearable and potentially more engaging.
- **Redesign your current role.** Look for small ways to re-engineer your job to suit your preferences.
 - Delegate tasks you dislike to those who might enjoy them or want to learn.
 - Adjust your schedule to do your most disliked tasks during your most energetic time of day.
 - Explore projects in other departments that interest you, even if they aren't part of your typical duties.
- **Set small, achievable goals.** Massive, long-term goals can feel overwhelming when you're unmotivated. Instead, focus on small, measurable achievements.
 - Rather than "improve communication skills," try "lead a 15-minute section of a team meeting."
 - This "micro-progress" can create a positive feedback loop of motivation.
- **Use extrinsic motivators.** Since intrinsic motivation is low, create your own reward system. For every professional development goal you complete, reward yourself with something you genuinely enjoy.

- After finishing an online course, take a day off.
- After mastering a new software feature, treat yourself to a nice meal.
- **Embrace a "new-hire" mindset.** For one week, pretend you're new to the company. Pay attention to things you've stopped noticing and look for opportunities you might have overlooked. You may discover new aspects of the work or company culture that you appreciate.
- **Focus on strengths, not weaknesses.** Instead of working on areas you hate, invest in skills you are already good at and find rewarding. This boosts your confidence and competence, which can feel satisfying even if you're not passionate about the work itself.

Explore outside the job. Sometimes, work apathy is a sign that you are looking for fulfillment outside of your 9-to-5 day.

- **Expand your network** informally. Connect with people in different roles or even different industries. Learning what they do, or even just making a new connection, can be a low-pressure way to spark new ideas.
- **Take a break.** Your indifference could be a symptom of burnout. Taking a vacation or even a long weekend can help you reset and gain perspective on what you want.
- **Start a side hobby.** Hobbies, volunteer work, and "side hustles" that have nothing to do with your job can provide the sense of accomplishment and purpose you're missing. This can make your regular job feel more tolerable.

Consider a larger change. If these strategies don't work, your apathy might be a sign that you need a significant change.

- **Assess your career options.** A journal can help you discover what aspects of your role are most draining. If you can't delegate or avoid these parts of the job, it may be time to consider a career change.
- **Talk to a professional.** If your apathy is prolonged and affecting your daily life, consider speaking with a career counselor or therapist. They can help you address potential burnout or depression and find constructive ways to move forward.

** Generation Alpha: Those born between 2010—2024. They are the first generation born entirely in the 21st century. They are the largest generation in history. They are digital-first and technologically literate. They are expected to be highly educated and are often surrounded by college-educated adults.

Generation Beta includes those born from 2025 to 2039.

CERTIFICATION NEWS

NALS Certification Exams on Hiatus

Currently, all individual NALS certification exams are on hiatus while the Certifying Board is revising and enhancing the Certified Legal Professional (CLP) and Professional Paralegal (PP) exams to better serve our members and the legal community. For now NALS is only administering the Accredited Legal Professional (ALP) exam to school groups.

Need to Retake an Exam Part?

Candidates who have already passed one or more parts of any exam may register for a partial retake by **July 15** and complete their exam by **August 31**.

Here are the links to register for exam retakes:

- [ALP Retake](#)
- [CLP Retake](#)
- [PP Retake](#)

Note from Dee Beardsley, Emeritus PP, PLS:

As a past NALS President and former Certification Director who worked closely with the Certifying Board to create the PP exam and oversee the continued relevancy of the ALP and CLP, I can attest to the rigorous protocols the Certifying Board must comply with to ensure exams are germane, unbiased, and meet the standard of review by Educator Examiners. This is not an overnight process and the hiatus is necessary to preserve and protect the integrity of the exams.

Maintain Your Certification through Recertification

The hiatus will not affect current certification holders. If you already maintain a certification, you will still be able to recertify every 5 years. However, NALS is transitioning to a single annual recertification period. All certification holders will recertify in January of their applicable year.

<u>Original Expiration Date</u>	<u>New Expiration Date</u>
2025	01/31/2026
2026	01/31/2027
2027	01/31/2028
2028	01/31/2029
2029	01/31/2030

[click on the applicable box below for the application.]

[ALP Recertification Application](#)

[PLS Recertification Application](#)

[CLP Recertification Application](#)

[PP Recertification Application](#)

[Request for Emeritus Status](#)

MEMBERSHIP RENEWAL Q & A

Q: How much do first-time members pay for dues?

A: First-time members joining throughout the year will pay prorated dues to ensure their expiration date will align with April 30, thusly:

If a member joins:

The dues will be:

Between May 1 and July 31

\$132

Between August 1 and October 31

\$ 99

Between November 1 and January 31

\$ 66

Between February 1 and March 31

\$155 (this is for 14 months and will expire the following year)

Between April 1 and April 30

\$132 (this will expire the following April)

Q: If a member didn't renew by May 31, 2025, can she renew a year later?

A: Yes. Any day is a great day to join!

Q: If a member didn't renew by May 31, 2025, can she renew a year later?

A: Yes.

Q: If a member didn't renew by May 31, 2025, but wants to rejoin after she retires in 2026, can she do that?

A: Yes.

Q: Can she renew at the "retired" rate?

A: Yes. That rate is \$75 instead of \$132.



Answers to: What's Wrong With This Sentence?

1. Thank goodness the corpse flower is in bloom, Amelia thought ~~to herself~~. That should throw off the police dogs. STET *[Of course "to herself." To whom else? Especially in this case.]*
2. ~~Due to ongoing~~ **Because of** track work, **all** B, D, and F trains will **skip** ~~not be stopping at~~ 34th Street **in both directions**. *[This sentence is a train wreck. Lose "ongoing"; if the track work were finished, the trains could use the stations. And what does "not stopping in both directions" even mean?]*
3. Behind the sofa there was a dust bunny; under the table, ~~there was a~~ sleeping dog; in the aquarium, ~~there was a~~ red herring. *[Tighten this baggy saggy sentence; while you're at it, tidy the house and clean the aquarium (but leave the dog alone.)]*
4. Zebedee ~~'s eyes darted~~ **glanced** around the room, **seeking as he sought a means of escape**, but the insurance salesman was closing in fast. *[Run, eyes of Zebedee! Run while you still can!]*
5. Boris was ~~absolutely~~ certain that lizard people from the constellation Draco had taken over the government. *[Certainty is absolute by definition, and conspiracy theorists are immune to evidence.]*





Legal Marketplace

The Legal Marketplace is a new legal database created by NALS!

The Legal Marketplace will help you discover new vendors, compare vendor services, and recommend suppliers you have used in the past.

Visit LegalMarketplace.org now!

What is the Legal Marketplace?

The Legal Marketplace is a dynamic platform designed to connect the entire legal industry through company listings, client reviews, and resources. Our marketplace is an industry wide effort to create one cohesive legal resource where professionals can find, review, and recommend legal vendors. Whether you're a lawyer seeking to expand your network, a firm looking for specialized expertise, or a client in need of trusted legal support, the NALS Legal Marketplace will have the trusted resources you need, recommended by other legal professionals.

What is the Member Experience section?

The Member Experience section at the bottom of the vendor listings are only available for NALS members who login with their NALS website information. Once you add 3 different vendors to your supplier list (by clicking add to my suppliers at the bottom of a listing and listing your relationship as a customer), you can access this tool. It will show you other NALS members who have used this supplier in the past. That way, you can reach out to them to see their experience with that supplier. This is a NALS member perk only.

What is the purpose of giving vendors ratings?

By giving vendors honest reviews, you are helping the entire legal industry improve the quality of their products and services. You are creating and holding vendors accountable for their customer service, prices, and products. We encourage you to leave honest reviews, so other legal professionals can hear of your experiences.

What is done with my ratings?

Our Rating's Promise: We won't publish ratings or share any individual ratings with any supplier. We will only share aggregated data (averages etc.) with suppliers to help them improve their service.

What do we do with the rating information? We do NOT publish any rating information. We use the aggregated data to provide quantifiable data back to industry suppliers to help them improve their respective products and services. For example, if a supplier had received 100 ratings for their support and their average rating was 4.1 out of 5, we would simply tell the supplier that their average member rating for service was 4.1 out of 5, based on approximately 100 members.

Future Possibilities: In the future, we may be able to provide additional data to help them improve their service. For example, we could provide them with their average score based on members who are new vs. experienced with their software, or we may provide trending data such as telling them that they have improved their service rating by 15% over the past six months.



**No Birthdays in September or October but
we can still eat cake!**



**NOT TO BRAG
OR ANYTHING
BUT I CAN FORGET
WHAT I'M DOING
WHILE I'M DOING IT.**

New to Zoom?

You can join DCLP's meetings as a participant without creating a Zoom account.

Windows or Mac

1. Open the **Zoom** desktop client.
2. **Join** a meeting using one of these methods: (a) Click **Join a Meeting** if you want to **join without** signing in, or (b) sign in to Zoom and then click **Join**.
3. Enter the **meeting** ID number and your display name. If you're signed in, you can change your display name. If you're not signed in, enter a display name.
4. Select if you would like to connect to audio and/or video and click **join**.

For other devices, visit:

<https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-meeting>

Answers to Intellectual Property Quiz

1. B
2. A
3. B
4. D
5. C

NALS Code of Ethics & Professional Responsibility

Members of NALS are bound by the objectives of this association and the standards of conduct required of the legal profession. Every member shall:

- Encourage respect for the law and administration of justice
- Observe rules governing privileged communications and confidential information
- Promote and exemplify high standards of loyalty, cooperation, and courtesy
- Perform all duties of the profession with integrity and competence
- Pursue a high order of professional attainment

Integrity and high standards of conduct are fundamental to the success of our professional association. This Code is promulgated by NALS and accepted by its members to accomplish these ends.

Canon 1. Members of this association shall maintain a high degree of competency and integrity through continuing education to better assist the legal profession in fulfilling its duty to provide quality legal services to the public.

Canon 2. Members of this association shall maintain a high standard of ethical conduct and shall contribute to the integrity of the association and the legal profession.

Canon 3. Members of this association shall avoid a conflict of interest pertaining to a client matter.

Canon 4. Members of this association shall preserve and protect the confidences and privileged communications of a client.

Canon 5. Members of this association shall exercise care in using independent professional judgment and in determining the extent to which a client may be assisted without the presence of a lawyer and shall not act in matters involving professional legal judgment.

Canon 6. Members of this association shall not solicit legal business on behalf of a lawyer.

Canon 7. Members of this association, unless permitted by law, shall not perform legal functions except under the direct

supervision of a lawyer and shall not advertise or contract with members of the general public for the performance of paralegal functions.

Canon 8. Members of this association, unless permitted by law, shall not perform any of the duties restricted to lawyers or do things which lawyers themselves may not do and shall assist in preventing the unauthorized practice of law.

Canon 9. Members of this association not licensed to practice law shall not engage in the practice of law as defined by statutes or court decisions.

Canon 10. Members of this association shall do all other things incidental, necessary, or expedient to enhance professional responsibility and participation in the administration of justice and public service in cooperation with the legal profession.



The NALS Legal Brief is a biweekly newsletter that delivers to you the trends, updates, and news from around the legal industry that is necessary to help you succeed in your career. Along with some association news, the NALS Legal Brief will give you a rundown of the current state of the legal support world by giving you a list of relevant industry-focused articles to educate and inform you.

[View past publications](#) of the NALS Legal News Brief



@Law, the NALS eMagazine for Legal Professionals, has been published for over 50 years. Each digital issue of @Law contains articles chosen by the Editorial Board, a committee of individuals in the legal support profession. It contains content to assist legal support professionals in their duties and recognizes NALS members for their achievements.

Requires NALS Membership or Subscription to Access

