

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

August 2020

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President's Message

In the simplest terms, discovery means thinking big. Where would Columbus have been if he hadn't thought big? He wouldn't have been able to achieve his goal of discovering new lands. Every child finds joy in discovering something new. My wish for each of you is that you will always keep that youthful excitement of discovering new ideas and new skills. In the legal sense, the term *discovery* means the process of gathering information through depositions, interrogatories, etc. In a way, we can draw a line between one definition of *discovery* meaning finding something new and exciting, and the second definition meaning gathering facts. Many typical discovery devices employ boilerplate questions. But if you expand your imagination to combine the two definitions, you may help your attorney locate hidden documents or items that would not otherwise have been found. So don't forget to think big when you are drafting requests for production and interrogatories. Let your imagination flow and you may DISCOVER something you hadn't imagined.

—Mary Baldecchi, Emeritus PP, PLS, CLA

DCLP Luncheon Meeting — August 5

We'll be at Red's as usual. They will accommodate social distancing for us. **Be sure to wear your mask.** Send your lunch order by 5 p.m. Tuesday to nalsdclp@gmail.com or call Darci at 224-1444. View Red's [menu here](#). As a precaution, please check our Facebook page for any last minute updates or changes.



The real voyage of discovery consists
not in seeking new landscapes but in having new eyes.

—Marcel Proust



Douglas-Carson Legal Professionals

Welcomes

Laura Jacobsen

Laura Jacobsen is co-chair of the Employment & Labor Law Group with McDonald Carano. She represents clients in a diverse range of industries in both Nevada and California, including construction, gaming, real estate, manufacturing, cannabis, outsourcing, and municipalities. Ms. Jacobsen guides clients through complex litigation matters and serves as their trusted advisor as they navigate fast-paced day-to-day employment issues.

Ms. Jacobsen regularly handles high profile litigation matters, including class action defense, trade secret misappropriation, discrimination claims and confidentiality, and non-compete enforcement. Her litigation experience includes both single and multi-plaintiff matters, and she is also experienced in handling internal investigations and training, particularly related to harassment. Ms. Jacobsen also strategically advises human resources leadership on issues such as personnel decisions, handbooks and policies, administrative complaints, licensing, and employment and contractor agreements.

Ms. Jacobsen is a Reno native who previously practiced in San Francisco, litigating on behalf of large financial institutions.



Newly discovered Comet Neowise captured by Bill Nelson

Will not be seen again for 7,000 years

At the August 5 Meeting, Ms. Jacobsen will discuss Nevada's marijuana and minimum wage laws.



In Law, “discovery” is the exchange of legal information and known facts of a case. Think of discovery as obtaining and disclosing the evidence and position of each side of a case so that all parties involved can decide what their best options are – move forward toward trial or negotiate an early settlement.

Parties in a case are required to participate in the discovery process, meaning they must hand over information and evidence about a claim so all participants can know what they are facing at trial.

Trials can be huge consumers of time, energy and finances. Discovery encourages parties to choose settlement, ending the litigation before the trial, or before the end of the trial. Like showing your cards to your opponent in a poker game, discovery reveals the strengths and weaknesses of the hands each party is holding. Now knowing the evidence, each side can then proceed with trial or fold the hand based on what has been revealed.

For these reasons, it’s very rare during a trial for an attorney to present surprise evidence as many lawyer TV characters seem to do with regularity.

You might hear “discovery” used like this, here’s what it means:

“We’re in discovery right now, I hope we’ll get what we need with this deposition.” Translation: The investigation process is now underway and we’re looking to get all the evidence we need when we sit down in-person and interview the defendant under oath.

“You’ll need to hand that journal over during discovery if they issue an RPD.” Translation: Your private journals may contain evidence in the case, and the opposing parties have a legal right to copy and examine it when they send over a Request for Production of Documents.

WRITTEN DISCOVERY

Under the umbrella of “written discovery” we find:

Interrogatories – These are written questions, casually referred to as “rogs,” that are presented to the opposing parties and must be answered under oath.

Requests for Production of Documents (RPD) – This means the other side may ask you to present copies of written documents, emails, photos and similar items that reveal the evidence at play in a case, giving you the opportunity to request the same.



Requests for Admissions – These seek to get a party in the case to admit some wrongdoing or the accuracy of a particular statement of fact.

ORAL DISCOVERY

Under the umbrella of “oral discovery” we most often find:

Depositions – These are in-person meetings, often in a conference room, with the parties in the case, the lawyers representing those parties, and a court reporter who will swear in members of the parties and write down everything said under oath at the meeting. Some depositions may be conducted via video or telephone in accordance with state regulations.

A deposition is the opportunity for a lawyer to ask anything needed to gather, clarify, and “discover” the evidence and facts involved. Knowing the facts, the parties can then decide what to do with the claim.

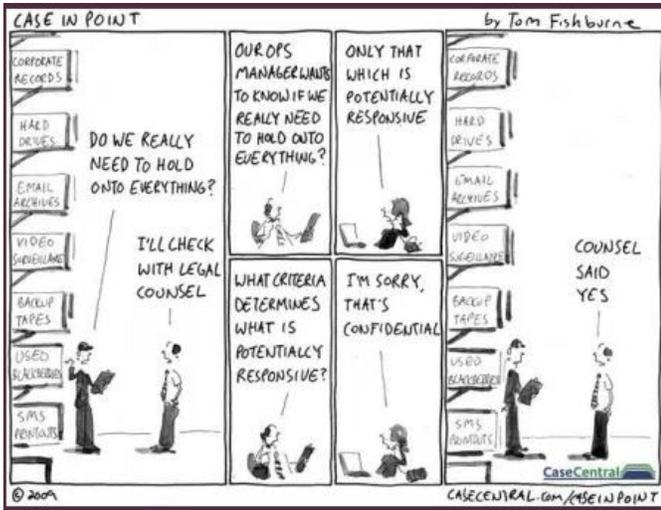


Priscilla wondered if her client was taking his deposition seriously enough.
©CharlesFincher LawConix.com

INSPECTIONS AND EXAMINATIONS

These can include:

- Inspections of property
- Medical examinations (both mental and physical)



WHAT IS DISCOVERABLE?

All potential evidence – notes, journals, photos, videos, etc – these “discoverable” items must be made available to the opposing parties in litigation.



—Content from Isaacs & Isaacs “Lawyers Glossary”

Discovery Checklist

File Name: _____

File Number: _____

Reviewed by: _____ Sorted by: _____

Discovery Due Date: _____ Date Rec'd: _____

Were Interrogatories answered? _____
Summarize deficiencies: _____

Were documents disclosed according to Requests? _____
Summarize deficiencies: _____

Do arrangements need to be made to view documents? Yes _____ No _____

Is further Discovery necessary? Yes _____ No _____

- Depositions _____
- Interrogatories _____
- Request for Production of Documents _____
- Subpoenas _____

Quality of Disclosure: Poor _____ Fair _____ Good _____

ABA Model Rule 3.4: A “lawyer shall not unlawfully obstruct another party’s access to evidence or unlawfully alter, destroy, or conceal a document or other material having potential evidentiary value.”

Attorneys should advise their clients of their duty to ensure relevant data is not destroyed or otherwise compromised.

As social media information can be easily modified or destroyed, attorneys may want to consider updating a litigation readiness strategy to account for reservation of social media information.

Creating a record retention policy that advises clients not to delete social media information may also help attorneys avoid running afoul of ethical obligations.

**DCLP presents
Cognitive Fitness**



Are you keeping mentally fit during COVID-19? DCLP aims to help. This month's Cognitive Fitness Puzzle is a wordsearch puzzle featuring words common in the litigation discovery phase.

Are you enjoying these puzzles? What kind is your favorite?

Please let The Tickler know by emailing NALSdclp@gmail.com

Answer to the July 2020 Puzzle



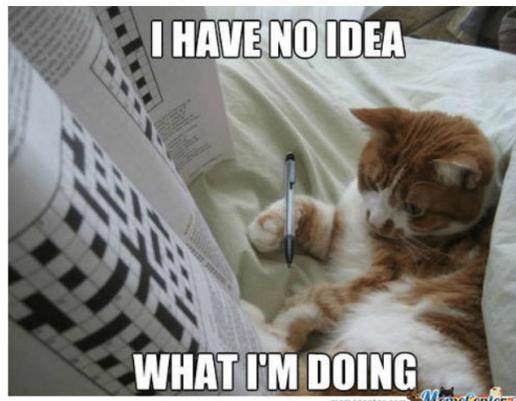
DISCOVERY



Answer to the August puzzle will appear in the next issue.

FIND THESE WORDS:

REQUEST	ADMISSION	EXAMINATION
TESTIMONY	SETTLEMENT	OATH
ORAL	FACTS	PRODUCTION
INVESTIGATION	TRIAL	
DOCUMENT	INTERROGATORY	



CHECKLISTS



A checklist is a type of job aid used to reduce failure by compensating for potential limits of human memory and attention. It helps to ensure consistency and completeness in carrying out a task. A basic example is the "to do list." A more advanced checklist would be a schedule, which lays out tasks to be done according to a timeline or other factors. A primary purpose of the checklist is to ensure documentation of each task and auditing against the documentation.

Checklists are tools used to better organize your assignments and to verify, easily, your most important tasks. They have been designed to reduce errors and ensure consistency and completeness in carrying out a duty.

When you have those busy weeks with so many things to do and so little time, you would love to have a tool that could help you to organize the overwhelming task and manage your work. That tool is the humble checklist which is used to carry out routine checks and ensure that the operator or person in charge of these checks does not miss anything.

What are the checklists for?

You can use the checklists for the following tasks:

- Carrying out activities in which it is important that no step is forgotten and / or tasks must be done in an established order.
- Carrying out inspections where it must be recorded what the inspected points were.
- Verify or examine articles.
- Examine or analyze the location of defects. Check the causes of the defects.
- Verification and analysis of operations.
- Collect data for future analysis.

Why use checklists?

When you do something that involve multiple steps, it's easy to forget one or two of them. Using checklists ensures that you won't forget anything. So, if you do something repetitively and want to do it right every time, a checklist is an indispensable tool.

Checklists save you time because you don't need to take time remembering the steps, therefore you can dedicate all your time on doing the task. Checklists also allow you to delegate tasks confidently and effectively. Using a checklist is an excellent way to make your lives simpler and your day more productive.

How to make an effective checklist

Checklists must be clearly established and include all aspects that may provide data of interest to your attorneys.

An effective checklist must establish clearly what has to be checked, what is the criterion of compliance or non-conformity and the frequency of control or check.

It should have a section for observations to provide additional information.

Each item must be clear and succinct. In this way, it will be easy for the people who will work with it.

Organize the items by category. This allows you to navigate easily between the different sections and quickly find the items you are working on.

They must be easy to understand and use. Create simple steps that reminds the user, in a straightforward way, which steps to follow.

Keep refining the checklist. Continuous improvements will make your checklist more effective.

Checklists help you maintain consistency and good practices in a very easy and convenient way. They also help you to save resources and energy. Your team just needs to follow what has already been developed.

Why are checklists an essential tool for law offices?

They improve collaboration and delegation and, as a consequence of that, can boost your firm's productivity. Using checklists, more people will be able to execute more specialized tasks because they can learn how it's done.

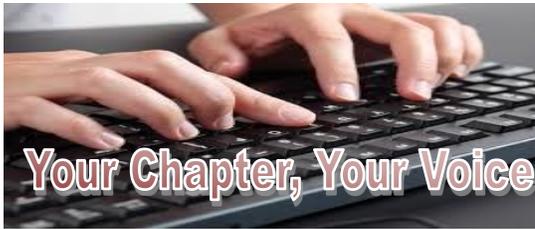
Checklists focus attention on the job at hand and ensure nothing is missed. There are many benefits derived from using checklists. Some of them are:

- **Organization.** Checklists provide a logical structure.
- **Motivation.** Being able to observe progression motivates you to keep working.
- **Productivity.** You get more work done.
- **Creativity.** Checklists helps your mind think out of the box for ideas you may not have thought of otherwise.
- **Delegation.** As you work through checklists it may become clear that certain tasks are more suitable for specific team members.
- **Excellence.** When nothing is forgotten, the quality of work is exceeded.

—Information obtained from Wikipedia and mydatasource.com



Chapter News



Dear Members,

Joe and I reluctantly announce that there won't be any patio party at the Baldecchis this summer because it's just impossible to practice social distancing and wear a mask while eating and drinking. It's really a shame because the flower garden is gorgeous this year. ---Mary Baldecchi



The bell weighs 60-70 pounds. It was used on the Ervin Crane ranch located at the foot of Geiger Grade. The bell doesn't have a date on it, but the ranch house was built in 1864. Joe's parents bought the ranch in the 1950s. They found the bell attached to a post outside the ranch kitchen. When the Baldecchis sold the property in 1981, the bell went with them to their new home at Lake Tahoe. It has a loud ring to it and would probably have been useful to call ranch hands for a meal.





The Leo Woman

The typical Leo woman is glamorous and regal. She isn't complicated -- in fact she's more up-front and honest. She revels in the spotlight and often finds herself the center of attention. No matter how happy she is in her personal life, a Leo woman needs more. That usually means a career or, in some cases, an involvement in social or community affairs that showcase her creative interests and organizational skills.

Birthday wishes to members:

August 10 Ginny Brownell, PP, CLP

August 14 Victoria Francis, PP, PLS



Our Black Marble balance is \$47. One half can be yours if you pull the black marble. The bag is light (only 5 marbles left). Get your tickets at the August 5 meeting.



69th Annual Conference
Saturday, September 26, 2020

Legal Professionals Excel Virtually

Cost:

- Member (Live Conference Only) - \$99
- Member (Live Conference + Session Recordings) - \$149
- Non-Member (Live Conference Only) - \$199
- Non-Member (Live Conference + Session Recordings) - \$249

Opening Keynote - Advancing the Cause of Racial Justice as Legal Professionals NOW: From Emmett to Floyd & Freedom

Terrell Strayhorn, PhD

Citizens are calling for the elimination of racial injustice in the United States after incidents involving Emmett Till, Trayvon Martin, and George Floyd, among others. Dr. Strayhorn will help you:

- Understand the roles and obligations of legal professionals in social justice/equity work, especially in the area of civil rights.
- Identify ways to actively engage in advancing racial justice in the country.
- Learn, find inspiration, and be ready to act!

Freelance Isn't Free: How to Start Your Own Successful Freelance/Virtual Paralegal Business

Wil Antonides, J.D., NALS of West Michigan

This session, based on personal experience and lessons learned, will provide the how-to's of starting a freelance paralegal business. You will learn how to get (and keep) your own clients, define who your "client" is, find out how to avoid the dreaded "unauthorized practice of law," and learn about the serious considerations needed before starting out on your own.

How COVID Changed the American Workplace

David M. Buday, Esq., Miller Johnson

COVID has impacted every aspect of our lives. This session will discuss what is the new normal for our workplaces and the lasting changes COVID has triggered.

Diversity in the Workplace

Aaron Burrell, Esq., Dickinson Wright

Overview of U.S. Immigration Issues

Reginald A. Pacis, Esq., Butzel Long

Immigration laws is a rapidly changing field. In this session you will learn essential concepts of U.S. immigration issues, including what a visa allows, what an immigration status allows, and the implications of lawful versus unlawful presence.

The Michigan Innocence Clinic

Imran Syed, Esq., University of Michigan Law School Innocence Clinic

Learn from the first exclusively non-DNA innocence clinic in the country. Founded 11 years ago, the MIC has won the successful release from prison of 23 clients, who served anywhere for a few months to several decades in prison for crimes they did not commit. This session will describe the intake, evaluation, investigation and litigation components of this unique law school clinical program, before closing with stories of a couple of the Clinic's most recent cases.

Conducting Remote Depositions with Ease

Shaun Fitzpatrick, Fortz Legal Support, LLC

Legal professionals are learning to work virtually but handling remote depositions can be challenging. During this session you will learn:

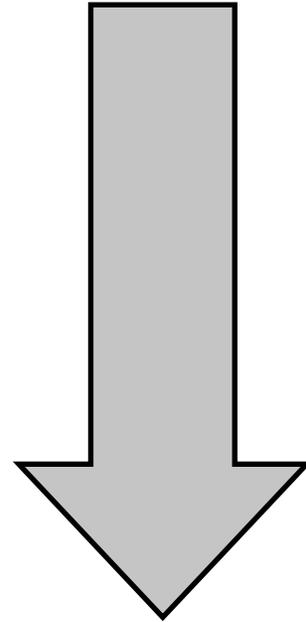
- An overview of video conference features
- Requirements of each participant
- How to easily introduce exhibits during the deposition
- How to record a video conference deposition

Closing Keynote - Choosing a JoyPowered® Life

JoDee Curtis, PurpleInk LLC

Whether you call it work-life balance, work-life integration, or work-life choices, the JoyPowered® philosophy helps organizations and individuals understand how to improve relationships and environments by focusing on their strengths and bringing out the best in others and themselves. Focus on what is "right!"

[REGISTER HERE](#)



COMPANY MEMBERSHIP

1. Promotes the NALS mission to engage, inspire, enhance, and promote professionals from all across the legal industry by giving them the opportunity to join as members through their companies.
2. Offers discounts for membership on a per-member basis. This discount is equivalent to 20% of an individual membership, saving money on member fees for each person under the company account.
3. Simplifies the process for companies who wish to sign up multiple employees. Joining under a company membership means that your company receives one invoice and can make a single payment for all members, rather than paying for each individually.

Headline News From **Lowering the Bar**

Legal Humor. Seriously. By Kevin Underhill

Editor’s Note: This is a 2018 matter, but as it is a Nevada case . . .

As is so often the case, the first sign of approaching disaster was a motion asking for leave to exceed the page limit.

The standard page limit for motions filed in the District of Nevada is 24 pages, which is oddly specific but perfectly reasonable. On April 13—a Friday—the plaintiff in *V5 Technologies v. Switch* asked for permission to file 108 pages. To be fair, this was a motion to compel discovery, and a local rule says you have to include, verbatim, all the answers you think were insufficient and the questions you asked to begin with. Plaintiff said it couldn’t do that and also fit everything into 24 pages. The judge said fine, just attach the questions and answers instead.

She perhaps did not fully appreciate that this meant Plaintiff would be griping about 84 pages worth of questions and answers.

The disaster itself began to unfold the following week, when Plaintiff filed the motion itself. It was, inexplicably, two lines over the 24-page limit (you couldn’t find two lines to cut? really?), and for some reason (I didn’t read it) there were 434 pages attached, not 84. Defendants’ response to the motion was only about 15 pages long, but had 600 pages of exhibits. Plaintiff then filed a reply to the response. All fairly standard, except maybe for the exhibits.

But here is where things started to go off the rails a bit.

See, normally there is a motion, a response, and a reply. That’s it. Each side gets to make its arguments, and the moving party gets the last word. There is such a thing as a *surreply*, or a reply to the reply. But they’re rarely justified, which is why you need the judge’s permission to file one. Almost always, the standard briefs are enough. Usually *more* than enough.

But here, Defendants filed a motion for leave to file a surreply. Now, the “motion for leave” usually *is* the surreply, basically, because you’re saying, “here’s what I’d file if you let me, your Honor, see how persuasive it

is.” She agrees or she doesn’t agree. So it isn’t really a separate motion in the usual sense. You don’t fully brief it.

But maybe you do in the District of Nevada, because Plaintiff responded. That is, Plaintiff did not *want* Defendants to file a surreply, and so Plaintiff responded to Defendants’ motion to file one.

Then Defendants filed a reply. And because you’ve almost certainly lost track at this point, let me remind you that this was not *just* a reply. It was a reply to a response to a motion for leave to file a surreply to Plaintiff’s reply to Defendants’ response to Plaintiff’s motion to compel.

Ridiculous, right? Yes!

Which is why Plaintiff filed a motion for leave to file a surreply to it.

A motion for leave to file a surreply to the reply to the response to Defendants’ motion to file a surreply to Plaintiff’s reply to Defendants’ response to Plaintiff’s motion to compel.

Surely Defendants would not respond to *that*. Would they? Well, no.

But sort of. Apparently understanding that this had become completely insane, but also apparently unable to stop, Defendants responded with something they called a “non-opposition.” Defendants explained that they did not in fact oppose this further motion for leave to file a surreply, but wished to point out to the court that it contained many inaccuracies. Okay then, thanks for that.

Meanwhile, an only slightly less ridiculous drama had begun to play out in the other direction in the same case. Plaintiff had served subpoenas on Defendants, and on June 20, Defendants moved to quash those subpoenas. Plaintiff responded, and Defendants replied. Then Defendants replied again, filing a corrected copy of the previous reply, or possibly filing a different document they meant to file the day before, which would suggest they too had completely lost track of what was going on. Apparently taking offense at this, on July 18 Plaintiff filed a motion to strike the corrected reply, to which, of course, Defendants would have to respond—

Lowering the Bar (cont'd)

—at which point the judge had finally had enough.

“The Court has indulged the parties’ abusive litigation tactics for long enough,” [she wrote in a July 19 order](#). She noted that in addition to “[t]he eight briefs filed in conjunction with the motion to compel,” there were four briefs at that point relating to the motion to quash, and it thus appeared that the parties had “begun the same briefing odyssey on the motion to quash that they charted on the motion to compel...” The court declined to go on that odyssey with them. “Given the mess that the parties have made,” she wrote, the court was not going to consider any of the papers they had filed. Instead, she ordered them to work together, “in a cooperative, civil manner,” to file two joint statements, one for each dispute, on which the Court would rely in order to make its rulings.

“The Court will not allow any supplementation,” she added in a footnote, just to be clear.

As part of the public service I provide, I have counted up the number of pages that were written, rewritten, printed, scanned, and/or filed by the lawyers during this titanic struggle, and, including exhibits, that number is **1,749**. Not *a single page of which* will be considered by the Court or, in all likelihood, ever viewed again by any human being during the remainder of our species’ time on this planet. Perhaps eons hence some member of an alien race picking through our ruined archives will come upon it, and hurt its brain parts trying to figure it out.

At least then these briefs would serve *some* purpose. Because get out of our archives, alien! Serves you right.

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.

A Day-by-Day Walk Through US Legal History: August

- 1 August 1876** — Colorado is admitted as the 38th state in the US.
- 2 August 1776** — Almost all of the 55 members of the Continental Congress gathered in Philadelphia sign a copy of the Declaration of Independence.
- 3 August 1882** — Congress passes the first comprehensive immigration law in the US. The Immigration Act of 1882 listed categories of foreigners who were “undesirable” and should not be permitted to enter the US, and gave the secretary of treasury the power of oversight.
- 4 August 1961** — Barack Obama, who was to become the 44th President of the United States, is born in Honolulu, Hawaii.
- 5 August 1963** — The United States, the UK and the Soviet Union sign the Partial Nuclear Test Ban Treaty,
- 6 August 1965** — President Lyndon Johnson signs into law the Voting Rights Act, putting an end to many of the barriers that had been designed in the South to prevent African Americans from voting. These included literacy, knowledge and character tests that in effect discriminated against African Americans.
- 7 August 1964** — The US Congress passes the Gulf of Tonkin Resolution, authorizing President Lyndon Johnson to use force in Southeast Asia despite Congress not having formally declared war.
- 8 August 1974** — President Nixon appears on American television and announces his decision to resign from the presidency as a result of the Watergate scandal. He officially stepped down at noon the next day.
- 9 August 1945** — The United States B-29 Bockscar drops an atomic bomb on Nagasaki, Japan, immediately killing 35,000 people.
- 10 August 1863** — President Abraham Lincoln met with abolitionist Frederick Douglass to discuss equality for African American Union troops.
- 11 August 1792** — The Supreme Court delivers its first reported decision in the case of *Georgia v Brailsford*, with the opinion written by Justice Thomas Johnson.
- 12 August 1992** — The U.S., Canada and Mexico announce the conclusion of negotiations for the North American Free Trade Agreement, which was to eliminate trade and investment barriers between the three countries.
- 13 August 1894** — The U.S Senate ratifies the Chinese Exclusion Treaty, which was designed to exclude Chinese laborers from coming to the U.S to work.
- 14 August 1935** — The Social Security Act is signed into law by President Roosevelt, creating a guaranteed pension system for those who retired at the age of 65. It also established a system of social security for the unemployed, dependent children and the disabled.
- 15 August 1876** — U.S. Congress passes a “starve or sell” bill designed to force the Sioux Indian to give up the Black Hills, where gold had been found, or face the end of subsistence appropriations from the government.
- 16 August 1841** — President John Tyler vetoed a bill calling for the re-establishment of the Second Bank of the United States. Members of the Whig Party were so angry at this development that they demonstrated in front of the White House in the most violent demonstration in US history.

16 August 1841 — President John Tyler vetoed a bill calling for the re-establishment of the Second Bank of the United States. Members of the Whig Party were so angry at this development that they demonstrated in front of the White House in the most violent demonstration in US history.

17 August 1998 — President Bill Clinton testifies before a grand jury about his relationship with White House intern Monica Lewinsky, becoming the first sitting US President to come before a grand jury investigating him.

18 August 1920 — The 19th Amendment to the Constitution is passed and gives all American women the right to vote.

19 August 1692 — In Salem, Massachusetts, four men and one woman were put to death. They had been found guilty of witchcraft.

20 August 1964 — President Lyndon Johnson approves the Economic Opportunity Act of 1964, which provided anti-poverty measures worth almost \$1 billion. The aim of the Act was to reduce poverty, expand educational opportunities, increase the safety net for the poor and unemployed, and tend to the health and financial needs of the elderly.

21 August 1959 — President Dwight Eisenhower signs an executive order making Hawaii the 50th state in the union.

22 August 1996 — A major welfare reform was initiated when President Bill Clinton signed the Personal Responsibility and Work Opportunity Act into law, limiting the duration of welfare to five years for most people, and requiring people to work whilst receiving welfare.

23 August 1970 — The largest farm worker strike in US history ? the Salad Bowl strike, begins under the leadership of Mexican American union leader Cesar Chavez.

24 August 1894 — U.S. Congress passes the first law to create graduated income tax. The next year it was declared unconstitutional by the US Supreme Court.

25 August 1921 — Having never ratified the Versailles Treaty that put an end to the First World War, the U.S. finally signs its own peace treaties with Germany, Austria and Hungary.

26 August 1920 — Women are given the right to vote as the 19th Amendment to the Constitution comes into effect.

27 August 1908 — Lyndon B Johnson was born in Stonewall, Texas. He went on to become the 36th President of the United States.

28 August 1963 — 250,000 people turned out to a civil rights rally in Washington, D.C. where Martin Luther King Jr. gave his famous "I have a dream" speech.

29 August 1957 — U.S. Congress passes the Civil Rights Act of 1957, the first civil rights legislation since 1875. It was primarily a voting rights bill, and showed Congress's support for the decision in *Brown v Board of Education* (1954), which had resulted in public schools being desegregated.

30 August 1967 — The first African American Justice of the Supreme Court, Thurgood Marshall, is confirmed.

31 August 1935 — The U.S. passes the first of its Neutrality Acts, the Neutrality Act of 1935, in an attempt to avoid the growing aggression in turmoil in Europe and Asia. The Act imposed a general embargo on trading in arms and war materials with all parties in a war.

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(918) 582-5188

rachel@nals.org

Events/Meeting Planner

Emilie Perkins, CAE, CMP CMM, PMP

Annual conference planning, future

meeting date selection

emilie@nals.org

Membership Manager

Mark Lewis

Individual Member and Chapter Support

mark@nals.org

Membership Application



engage
inspire
enhance
promote

Membership Application

Application Date: _____
Local Chapter Name: Douglas-Carson Legal Professionals
Last Name _____ First Name _____
Home Address: _____
City: _____ State: _____ Zip: _____
Employer: _____
Position Title: _____
Business Address: _____
City: _____ State: _____ Zip: _____
Preferred Mailing Address: Home Business
Home Phone: _____
Business Phone: _____
Fax: _____
Date of Birth: _____
Would you like to receive monthly legal education via email?
 Yes No
Preferred Email Address: _____

Your Specialty Area: (required)

- | | |
|---|--------------------------------------|
| <input type="radio"/> Law Office Management | <input type="radio"/> Criminal |
| <input type="radio"/> Business/Corporate | <input type="radio"/> Bankruptcy |
| <input type="radio"/> Probate/Estate Planning | <input type="radio"/> Taxation |
| <input type="radio"/> Court Personnel | <input type="radio"/> Administrative |
| <input type="radio"/> Litigation | <input type="radio"/> Government |
| <input type="radio"/> Family | <input type="radio"/> Real Estate |
| <input type="radio"/> Other (specify): _____ | |

Years Worked in the Legal Profession:

- 0-1 2-5 6-10 11-15 16-19 Over 20

Lawyers in Office:

- 0-1 2-5 6-10 11-20 21-49 Over 50

Type of Legal Office:

- | | |
|--|-------------------------------------|
| <input type="radio"/> Law Office | <input type="radio"/> Self-employed |
| <input type="radio"/> Corporate Legal Department | <input type="radio"/> Court System |
| <input type="radio"/> Government Services | <input type="radio"/> Other |

Membership Category

- \$207 International Membership (US Currency Only)
 \$140 New Member Membership (National Dues)
 \$140 Active Duty Military Membership **[All-Inclusive]**
 \$85 Associate Membership (educators, judges, attorneys)
 \$39 Student Membership (minimum 9 credit hours required)
 \$ 5.00 Local Chapter Dues
 \$ _____ ~~State Association Dues~~

Total Due \$ 145.00

Payment Method

Payment must accompany application. There will be a \$20 charge for returned checks. Make checks payable to NALS.

- Check One: Check or Money Order Visa
 MasterCard Discover

Credit Card Number:

Expiration Date: Month _____ Year _____

Security Code: _____

Signature (credit card registrants only)

Return This Form and Payment to:

~~NALS the association for legal professionals~~

~~Dept. 1170~~

~~P.O. Box 291483~~

~~Tulsa, Oklahoma 74178~~

~~or Fax To: (918) 582-5907~~

Douglas-Carson Legal Professionals
P.O. Box 2994
Minden, NV 89423

Questions?

Call (918) 582-5188 and ask for the member services department.

I agree to be bound by the *Code of Ethics and Professional Responsibility* and the bylaws/standing rules as adopted by NALS. (Visit www.nals.org/aboutnals for details.)

Applicant's Signature _____

Membership is nontransferable.
Please send a copy of this application to your local membership chair.