

# The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

June 2021

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## President's Message



**Happy Spring everyone!** I guess I am doing this again – being President of this great association. Bear with me as I will be asking for help. We still have an opening for a Vice President.

Our speaker this month is Evan Beavers, Esq. He was appointed the Nevada Attorney for Injured Workers in July of 2009. That office represents workers who are injured on the job. Mr. Beavers has been practicing law in Nevada for many years. Please read his bio in this Tickler.

It seems our Zoom meetings are working out well. We are still waiting for Red's to fully re-open and we plan to have in-person, lunch meetings again. I believe these meetings will still be available via Zoom as we have members and other interested people from Reno and Las Vegas. We also hope to reach out to other counties in Nevada.

Hope to see/hear you at our meeting on June 2, 2021, at noon!

—Maria Nelson, PLS



## DCLP LIVE!!—No Reservation Needed

Via ZOOM June 2 at 12 p.m. No charge for guests.

Zoom Meeting ID: 812-9502-2889

Passcode: 647462

Here comes the sun.

—The Beatles





Douglas-Carson Legal Professionals

Welcomes

## Evan Beavers, Esq.



***Our guest speaker*** for June is Evan Beavers, Esq. now serving as the Nevada Attorney for Injured Workers by appointment of the Governor.

First appointed by Governor Gibbons in 2009, Mr. Beavers was then reappointed by Governor Sandoval in 2013 and 2017 and is now approaching the end of his fourth term and under consideration for reappointment by Governor Sisolak.

Before accepting Governor Gibbons' appointment, Mr. Beavers spent 20 years in private practice in Minden. He has been married for 37 years to Vicki Beavers, Executive Assistant to Attorney General Ford. They have two sons: Blake, a public school teacher in Madison, Wisconsin and Wade, an attorney in private practice in Reno, Nevada who is the seventh Beavers in five generations to practice law.

Mr. Beavers was raised in Farmington, New Mexico. He graduated from the University of New Mexico in 1978. He began a career in oil and gas exploration, but started attending law school at night when the price of oil crashed in the early 1980s. After graduating from Oklahoma City University School of Law in 1986, he and his wife moved to Northern Nevada because they simply liked the area. He began his legal career as a law clerk in Tonopah and then served as a session hire with the Legislative Counsel Bureau for the 1989 session. At the end of session, Mr. Beavers hung out his shingle in Minden and has lived in Minden ever since.

### WCS MISSION STATEMENT

The purpose of the Workers' Compensation Section is to impartially serve the interests of Nevada employers and employees by providing assistance, information, and a fair and consistent regulatory structure focused on:

- Ensuring the timely and accurate delivery of workers' compensation benefits.
- Ensuring employer compliance with the mandatory coverage provisions.

## Top Injuries in a Typical Office (and How to Avoid Them)

An office environment presents a unique set of potential injuries from other lines of work. Working virtually 100% indoors, in a seated position and usually talking on a phone, writing, or typing on a computer paves the way for some of the top injuries (back and neck pains, vision strains, pain in the hands and wrists) to develop.

Other injuries occur from mistakes that could happen anywhere; objects left out to trip over, furniture that is not well-maintained, faulty electrical cords, poor ventilation, lighting, and air quality.

Knowing how to avoid these top office injuries is a necessity.

### The Most Common Accident: Falls

Falling down is not only the most common office accident, it is also responsible for causing the most disabling injuries according to the [Centers for Disease Control and Prevention \(CDC\)](#).

In fact, office workers are 2 to 2.5 times more likely to suffer a disabling injury from a fall than non-office workers. The most common causes of office falls, according to the CDC, include:

- Tripping over an open desk or file drawer, electrical cords or wires, loose carpeting, or objects in hallways/walkways.
- Bending or reaching for something while seated in an unstable chair.
- Using a chair in place of a ladder.
- Slipping on wet floors.
- Inadequate lighting.

**How to Avoid Falls in the Office:** The good news is that falls are preventable. Following these tips should help.

- Look before you walk—make sure the walkway is clear.
- If you're done with a drawer, close it immediately.

- Don't stretch to reach something while seated. Get up instead.
- Report any loose carpeting, electrical cords, etc. to someone who can have them fixed.
- Help keep the office fall-proof. This means cleaning up spills from the floor (even if you didn't spill it), picking up objects that are out of place, etc.
- Use a stepladder, not a chair, if you need to reach something overhead.

### Be Wary While Lifting

Lifting even small loads (stacks of files, computer paper, a computer monitor, etc.) can lead to injury if done improperly. Your back, neck, and shoulders are all susceptible to this type of injury. Before you decide to lift anything, be sure it is not too heavy for you. If it is, ask a co-worker or supervisor to help.

**Safe Lifting Tips:** Whenever you need to lift something, follow these tips to reduce your risk of injury.

- Lift by squatting toward the floor (when lifting something from the floor) and then using your legs (not your back) to straighten up.
- Allow your back to stay in a straight position.
- Pick up the object with your entire hand (not just your fingers) and hold the load close to your body. Refrain from twisting.
- To set something down, again use your legs for strength, not your back.

### Be Careful of Flying and Stationary Objects

According to the CDC, office workers are often struck by objects, bump into objects themselves, or get caught in or between objects, and as a result, are injured.

A properly positioned workstation, in which your elbow is at 90 degrees and your computer monitor is at eye level, will reduce your risk of musculoskeletal problems.

## Office Injuries and How to Avoid Them (cont'd)

This includes bumping into desks, other people, file cabinets, copy machines, etc., and getting hit by objects that fall from cabinet tops, items dropped on feet, doors opening unexpectedly or cabinets that fall over if not properly balanced.

Meanwhile, office workers get their fingers caught in drawers, windows, and paper cutters, and their hair and jewelry caught in office machines.

**Avoid Getting Hurt by Objects in the Office:** You can avoid these types of injuries, first and foremost, by staying alert, watching where you are walking and placing your fingers, keeping jewelry and hair away from machinery and concentrating on what you're doing. Meanwhile, open doors slowly in case someone is walking by.

You can also ask your office manager to purchase proper storage devices so all materials can be safely stored out of the way, and to ensure that office machines have the proper safety guards attached.

### Get the Proper Workstation Ergonomics

Over time, using a workstation that does not fit your body (i.e., your chair does not support your back, your computer screen is too high or low, your wrists are at an uncomfortable angle while typing, etc.) can result in musculoskeletal problems of your neck, shoulders and back, poor posture, eyestrain, and carpal tunnel syndrome.

Along with setting up your workstation properly, it's essential to take breaks and change your position (whether seated or standing) frequently. For instance, look away from your computer screen for 30 seconds every 10 minutes, and get up to stretch every half hour. This will help to take some of the strain away and reduce your risk of being injured from making repetitive movements (such as typing) without a rest.

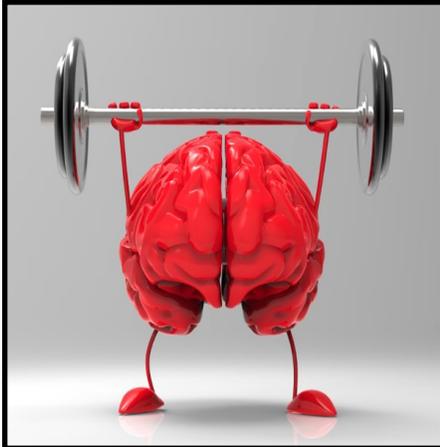
**How to Set up an Ergonomically Correct Workstation.** You can use these basic guidelines to improve your workstation right now.

- Adjust your chair so that your thighs are horizontal with the floor, your feet are flat, and the backrest supports your lower back. If your feet do not rest comfortably on the floor, use a footrest.
- Adjust your keyboard or chair height so that, while you're typing, your elbows are at a 90-degree angle and your wrists are straight.
- Adjust your computer monitor so that the top of the screen is at your eye level.
- Use a document holder so your papers can be kept at the same level as your computer monitor.
- Make motions such as typing and stapling with the least amount of force possible.
- Adjust the window blinds or lighting so there is no glare on the computer screen.



Article from the [Albert Einstein College of Medicine](#).  
Photo from the Safety Management page at [Western Australia University](#).

DCLP presents  
Cognitive Fitness



Answer to the May 2021 Puzzle

Spring Word Scramble  
Answer Key

1. METL = MELT
2. THBR = BIRTH
3. SNTE = NEST
4. RSOSEWH = SHOWERS
5. MLBA = LAMB
6. OWRG = GROW
7. TCAHYHNI = HYACINTH
8. ELBABSAL = BASEBALL
9. IYLECCFL = LIFE CYCLE
10. UEJN = JUNE
11. OPRDNSOW = SNOWDROP
12. NSGIPR = SPRING
13. OSRCUC = CROCUS
14. AIROBNW = RAINBOW
15. SEWDE = WEEDS
16. YWNDI = WINDY
17. ALISCL = LILACS
18. EUYTTBFLR = BUTTERFLY
19. CKHISC = CHICKS
20. LMOOB = BLOOM

In honor of President Maria ... This month's puzzle is a Word Search (her favorite kind of puzzle) and includes THINGS ITALIAN. Find the words horizontal, vertical, diagonal, backwards, forwards and upside down. Have fun!

- |            |             |         |
|------------|-------------|---------|
| ALFREDO    | OREGANO     | ROME    |
| MARINARA   | SICILY      | VERDI   |
| PASTA      | VINO        | GELATO  |
| CANNELLONI | CAESAR      | PIETA   |
| AMALFI     | GODFATHER   | CHIANTI |
| FERRARI    | LAMBORGHINI | PISA    |
| DAVINCI    | CAPRI       | CALZONE |
| PARMESAN   | VENICE      | CAPRI   |
| MEATBALLS  | MOZZARELLA  |         |

Are you keeping mentally fit during COVID-19? DCLP aims to help. Are you enjoying these puzzles? What kind is your favorite? Please let The Tickler know by emailing:  
[NALSdclp@gmail.com](mailto:NALSdclp@gmail.com)

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

## Humor in the Workplace

### Yes, and ...

Excerpted from a [presentation](#) By Christine Laurens, January 18, 2019 at a World Economic Annual Meeting

Humor is something that the majority of us use and enjoy instinctively, but there is plenty of scientific research to confirm what those natural impulses tell us: humor is good for us. Psychologists [Herbert Lefcourt and Rod Martin](#) were among the first to prove that stressed-out people with a strong sense of humor became less depressed and anxious than those in whom it was less well-developed.

Even the anticipation of having a good chuckle increases levels of beta-endorphins, which make us feel good, and of the human growth hormone, which helps keep our immune system functioning.

Robert Provine, a psychologist from the University of Maryland, found that we actually laugh most when talking to our friends. Rather than jokes, we are sharing statements and comments that, on the surface, do not appear to be funny at all—and quite often go beyond the bounds of what might be considered “appropriate.” Like creativity, humour often works best when it violates what is considered to be the norm.

That is why I see it as a workplace essential. We spend so much of our lives there, why shouldn't we be able to express ourselves in an authentic way? Helpfully, science backs me up again here, because numerous studies have shown that, far from wasting time and destroying productivity, humour also makes good business sense.

For a start, it encourages us to collaborate, provides motivation and can help prevent burnout. Research also shows that it's a sign of a successful leader: when used effectively, it signals confidence, competence and high status. What's more, in workplaces where humor is shared

openly, the culture tends to be one that encourages people to be themselves, and the result is a more loyal and productive workforce.

With so many online—and face-to-face—incidents having their origins in jest or misunderstanding, together with a society that is becoming more risk-averse and litigious, all these things combined could be helping to promote a fear factor (or what has been called a “spiral of silence”), where people become increasingly reluctant to express themselves freely at work.

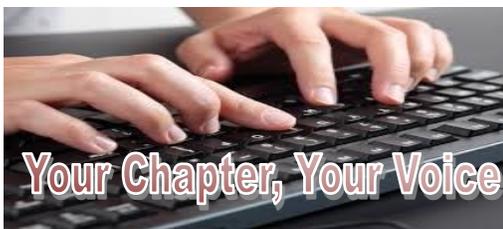
Of course sometimes that “fear” is entirely appropriate—it's a bit like a safety net to stop us from hurting someone's feelings or isolating ourselves. Wouldn't it be awful if humor were to disappear from our workplaces as a result? Lots of large organizations appear to have grasped that there's a problem, and are hiring humor consultants to help fix it. Personally, I find this a bit depressing, as it shows how far removed some working environments have become from our key human impulses—but at least it's a start.

This means that issues around employee engagement and collaboration are going to take on even greater significance in the coming years, if companies want to attract and keep the best people. Those who are able to motivate employees to enjoy their time at work will have a greater chance of success—and I believe that humor will be key.

Tips:

1. Keep it appropriate.
2. Base your humor on good intentions
3. Be prepared to laugh at yourself and be yourself.

**Editor's note:** *Indulge me and watch this [TedX presentation by Andrew Tavin](#). It will take 20 minutes of your time and it's worth it.*  
—Dee Beardsley Emeritus PP, PLS



June 9 - Rowena Malone  
June 26 - Caryn Haller, CLP

### ***New to Zoom?***

You can join DCLP's April meeting 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>

DCLP is looking for someone to fill the Vice-President position. Contact Maria Nelson, PLS, if interested.

- Preside at meetings or events in the absence of the President
- Attend DCLP Board Meetings (and NALS online membership meetings when possible)
- Stay current on NALS requirements, dues, member categories, special promotions, etc.
- Download (before each meeting) the current roster of members and check for upcoming renewals and members who have not renewed
- Communicate with members (welcome letters, birthday/get well/sympathy cards, renewal reminders)
- Follow up with non-renewals
- Promote membership
- Other duties as may be requested by the President or Board
- Coordinate with Treasurer to ensure membership dues are timely reported
- Coordinate with Social Media chair to promote membership



## MEMBER RECLAMATION

### What a deal!

DCLP is launching a campaign to get and retain members. The chapter has decided to pay HALF of the combined national and chapter dues for all former members who want to rejoin.

WOW! This offer is only open until **July 31, 2021**, so you must act quickly.

Now is the time to act. You can contact any Board member for more details.

**THANK YOU TO THOSE MEMBERS  
WHO RENEWED TIMELY!**



If you are unsure of your renewal date visit [nals.org](http://nals.org).

### Upcoming Renewals

June	Susan Happe, PLS Rowena Malone
August	Caryn Haller, CLP Debra Burns

### 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.

## **Douglas-Carson Legal Professionals**

[www.douglascarsonlegalprof.org](http://www.douglascarsonlegalprof.org)

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Facebook: [NALSdclp](#)

Instagram: [NALS in Nevada](#)



## **DCLP Chapter Officers 2021-2022**

### **President**

Maria Nelson, PLS  
(775) 883-3300  
maria@allisonjoffee.com

### **Vice-President**

[Open]

### **Secretary**

Mary Baldecchi, Emeritus PP, PLS, CLA  
(775) 742-9362  
marybaldecchi@aol.com

### **Treasurer**

Vicki Van Pelt  
(775) 443-7026  
vanpeltv1@outlook.com

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murphy@raybourn.com

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Amanda S. Bureau, CAE, CVA  
Board Support, Strategic Planning,  
Staff Leadership

### **Certification and Education Manager**

Natalie Shryock  
Certification Growth and  
Process Improvement  
natalie@nals.org

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Rachel Daeger, CAE, IOM  
Communications and Publications  
(918) 582-5188  
rachel@nals.org

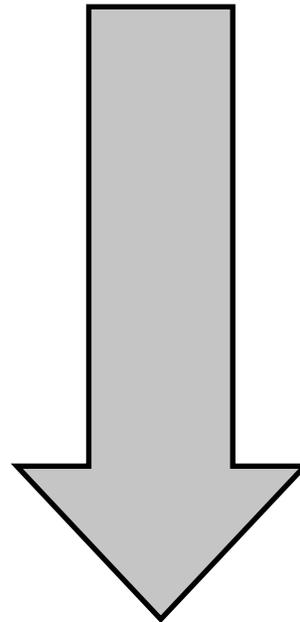
### **Events/Meeting Planner**

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

**check  
it out**



## **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.



engage  
inspire  
enhance  
promote

## Membership Application

Application Date:

Last Name:  First Name:

Home Address:

City:  State:  Zip:

Employer:

Position Title:

Business Address:

City:  State:  Zip:

Preferred Mailing Address:  Home  Business

Cell Phone:

Business Phone:

Date of Birth:

Email Address:

### Your Specialty Area:

Select an Option

### Years Worked in the Legal Profession:

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

### Attorneys in Office:

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

### Type of Legal Office:

- Law Office                       Self-Employed  
 Corporate Legal Department    Court System  
 Government Services            Freelance  
 Virtual                               LLLT  
 Other

### Membership Category:

- \$140 New Member Membership (National Dues)  
 \$95 Associate Membership (educators, judges, attorneys)  
 \$49 Student Membership (minimum 9 credit hours required)  
 \$  State Chapter Dues (see drop-down menu)

Select an Option

\$  Local Chapter Dues (see drop-down menu)

Select an Option

Total Due: \$

### Payment Method:

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

- Choose one:  Check or Money Order    Visa  
 MasterCard                               Discover  
 American Express

Credit Card Number:

Name on Card:   
 Expiration Date (month/year):   
 Security Code:  Billing Zip Code:

### Return this Form and Payment to:

NALS...the association for legal professionals  
 3502 Woodview Trace, Suite 300  
 Indianapolis, IN 46268  
 or Fax to: (918) 582-5907

### 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/ourassociation](http://www.nals.org/ourassociation) for details.)

Applicant's Signature

*Membership is nontransferable.*

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