

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

June 2022

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President's Message

Happy almost summer everyone. Hope we can enjoy a smoke free summer this year. It seems those forest fires are blazing in the summer months.

This month we have Kacey KC from the Nevada Division of Forestry. She will discuss regulations regarding forest management and wildfire management. She will also discuss her position as Nevada's first female State Forester.

Hope you can join us on Wednesday, June 1 at noon via zoom for her presentation.

—Maria Nelson, PLS



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DCLP LIVE!!

No Reservation Needed

Via ZOOM Wednesday
June 1 at 12 p.m.
No charge for guests.
Meeting ID: 922 280 3023
Passcode: 412889



Douglas-Carson Legal Professionals

Welcomes

STATE OF NEVADA
DEPARTMENT OF CONSERVATION AND NATURAL RESOURCES
NEVADA DIVISION OF FORESTRY

Kacey KC

Nevada State Forester/Firewarden



Kacey KC is a native Nevadan, born and raised in Gardnerville. She attended the University of Montana where she received a bachelor's degree in forestry - natural resource conservation. After college, Kacey became a Peace Corps volunteer and spent a little over two years doing community forestry work in Nepal. She worked with local groups in Nepal and helped develop plans to manage land, as forests there were degraded by landslides.

Upon her return in 2002, Kacey started her career with the Nevada Division of Forestry (NDF) as a seasonal employee for the Nursery and Seedbank Program, then moved into the state office working in various positions and gaining experience in fire suppression and resource management. She spent over ten years working collaboratively with state, local and federal partners in the fuel reduction program before moving to the Nevada Department of Conservation and Natural Resources. There she worked with partners, landowners and other industry trying to find a collaborative and sustainable approach to sagebrush ecosystem management in Nevada, primarily for sage grouse and other obligate species.

Kacey went back to NDF in 2015 as the Deputy Administrator of Operations managing the natural resource, wildland fire management, aviation, and conservation camp programs.

In 2018, she was appointed by Governor Brian Sandoval as the State Forester/Firewarden for NDF and has held this position ever since.



Nevada | Bureau of Land Management
blm.gov

History of Firefighting

First attempts at firefighting can be traced as far back as the 2nd century. It was then that an Egyptian from Alexandria named Ctesibus built a basic hand pump that could squirt a jet of water, but the idea was lost until the fire pump was reinvented about AD 1500.

After nearly being destroyed by uncontrollable conflagrations, ancient Rome developed a fire department consisting of approximately 7,000 paid firefighters. These fire brigades not only responded to and fought fires, but also patrolled the streets with the authority to impose corporal punishment upon those who violated fire prevention codes.

The first recorded structure fire in the United States occurred in 1608 in the colony of Jamestown. On January 7, a fire leveled most of the fragile colony which was just barely a year old. Captain John Smith wrote of the fire in his journal: "Most of our apparel, lodging and private provisions were destroyed, I begin to think that it is safer for me to dwell in the wild Indian country than in this stockade, where fools accidentally discharge their muskets and others burn down their homes at night." Things haven't changed much.

In the early days, most fire companies were volunteer or privately operated. There was some competition for services. Some of the firefighters were actually recruited not only for their strength in fighting fire but also for their fighting abilities to protect the company and its equipment. Insurance companies paid the fire company that put out the fire, so the one that made it to the scene, hooked up to a hydrant and completed the task, got paid. The dogs worked well at this task of protecting not only the horses, but the equipment in the stations and on the fire ground as well. Fire fighting equipment in the colonies was rudimentary at best.

Leather buckets, hooks and chains, swabs, ladders, and archaic pumps were the tools of the trade in the early days.

Fire buckets in colonial towns had the owners' names painted on them. Laws often required residents to purchase them and keep them in repair. In the 1680s, in New York, the number of buckets a home or business needed was determined by the risk of fire. A baker must have three buckets and a brewer had to have six buckets on hand in case of fire.

"Bucket Brigades" were used commonly which consisted of two lines of people stretching from the town well to the fire. They passed buckets of water to the fire, and empty buckets back to the well to be refilled. Later, with the invention of the hand pumper, bucket brigades were used to keep the pumper full of water.

Hooks and chains were used to make firebreaks by pulling down walls of burning buildings to keep the fire from spreading. Swabs (mops) were used to extinguish embers on thatched roofs.

Fire fighting got an edge with the invention of the hand pumper, or Hand tub. The Foreman of the pump companies would use a large "speaking trumpet" to give orders to and urge his crew on.

Fire prevention in the United States was born in 1630 in Boston. The Boston selectmen ordered, "no man shall build his chimney with wood, nor cover his house with thatch."

In 1648, Governor Peter Stuyvesant of New Amsterdam (New York City) was the first in the New World to appoint fire inspectors with the authority to impose fines for fire code violations. When a fire was spotted, the cry "throw out your buckets" would be sounded, and a bucket brigade would be formed. Many homes burned to the ground.

In 1679, Boston imported the first fire engine to reach America from London.

Continued on page 4

History of Firefighting (cont'd)

In 1736 young Benjamin Franklin, already one of the most influential men in Pennsylvania, began urging readers of his "Pennsylvanian Gazette" to establish fire-fighting companies. Soon, six volunteer corps were established in Philadelphia.

In 1832, the New York Mutual Hook and Ladder Company No. 1 volunteers purchased a horse to pull their engine. One of the reasons may have been due to a shortage of firefighters caused by a yellow fever epidemic. It may have been simply that they were tired of pulling the heavy apparatus themselves.

Regardless of the reason, the idea caught on fast. Before long, horses became a beloved part of the fire service all over the country. The horses were often trained to the sound of the bell to get out of their stalls and stand at the front of the apparatus, usually with the help of the firehouse dog, the Dalmatian.

Why Dalmatians?



Dalmatians were originally chosen as fire dogs because they formed a strong bond with the fire horses. They guarded the valuable equines and kept them

company in the station. Often, at the sound of the bell, the Dalmatian would rouse the horses, and then run out to the apron to bark at people trying to cross in front of the firehouse. They would then chase the fire apparatus to the scene.

End of an Era

In 1852 William F. Channing, a Doctor in Boston, used telegraph technology developed in the early 1840s to create the first fire alarm box system. By the end of the year Boston had fire alarm boxes all over the city. Other metropolitan cities followed suit.

In Chicago on February 6, 1923, fire alarm box 846 at State and Chicago Avenue was pulled at 12:40 p.m.

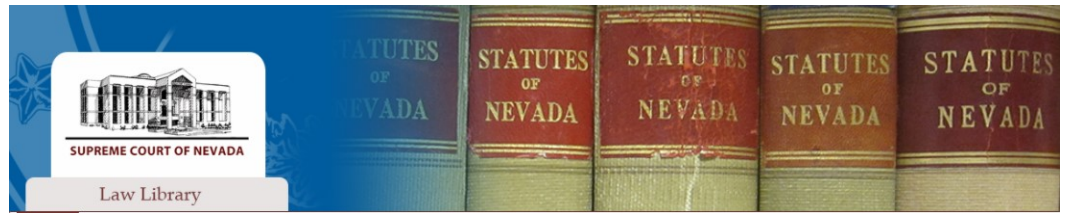
With the horses scrubbed and groomed, the old steamer rolled out of the swinging doors at Fire Engine 11 for the last time.

Buck, Beauty, Dan and Teddy galloped out of the fire station with the firefighters riding on the engine. They were led by their Dalmatian escort to a False Alarm. It was their last response.

The alarm was pulled as part of a planned event to mark the retirement of the horse drawn engines and fire fighting equipment in the City of Chicago. It was the first department in the United States serving more than 500,000 residences to become completely motorized.

The introduction of motorized cars and fire engines also brought the end of an era for Dalmatians as a coaching dog for fire departments. However, they are still on duty in many fire stations today acting as companions to the firefighters and as watchdogs protecting the equipment.

Source materials: Excerpted from [The History of Firefighting](#)
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Forthcoming Opinions

The following opinions are scheduled for release by the appellate courts. Any pending opinions are subject to modification or withdrawal at the discretion of the appellate courts. The posted opinions will be available [here](#) by 2:00 p.m. on Thursdays. Please note that the most current public information regarding the Supreme Court cases is available through the court's public portal by using the links below.

[79036 - Sena v. State - 138 Nev., Adv. Op. No. 34](#)

[80111 - Saticoy Bay, LLC v. Thornburg Mortg. - 138 Nev., Adv. Op. No. 35](#)

[82118 - Shea v. State - 138 Nev., Adv. Op. No. 36](#)

[77345 - Thomas v. State - 138 Nev., Adv. Op. No. 37](#)

The Nevada Supreme Court and Court of Appeals normally release ADVANCE OPINIONS only on Thursdays.

On the preceding Wednesday, a list will be posted here of opinions planned for release.

The appellate courts make no guarantee that every advance opinion listed as forthcoming will be published as indicated. On rare occasions, the publishing of an advance opinion may be delayed at the last minute for administrative reasons.

Some weeks, the appellate courts will issue no opinions.

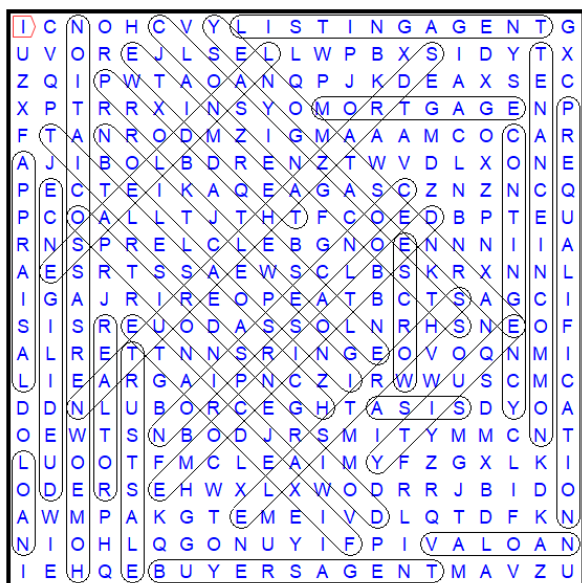
Most Supreme Court and Court of Appeals cases are decided by "Unpublished Orders," which may be released on any day. Access the [Supreme Court unpublished orders](#). Access the [Court of Appeals unpublished orders](#).



DCLP presents
Cognitive Fitness



Answer to the May 2022 Puzzle regarding Real Estate Terminology



Find and circle/mark the words below in the grid above. Words may be printed forwards, backwards, up, down, or diagonal.

- | | |
|----------------|------------|
| SUSTAINABILITY | EARTH |
| OXYGEN | HAZARDS |
| COMPOSITION | FLOODS |
| CONSERVATION | LANDSLIDES |
| ENVIRONMENT | WILDFIRES |
| BIODIVERSITY | TREES |
| TIMBER | CLIMATE |
| AWARENESS | POLLUTION |
| BALANCE | SOIL |
| FOREST | |

Are you enjoying these puzzles?
What kind is your favorite? Please
let The Tickler know by emailing:
NALSdclp@gmail.com

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

Negotiate Like a Woman

Why does it always seem easier to ask for something for someone else? We will ask our child's teacher for something we think will improve their learning, we will ask a co-worker for a charitable donation for an organization we are supporting, and we will stand up and defend a friend we feel has been wronged. But when it comes to asking for something for us – especially when it's about money, time off or a promotion – we freeze. Or worse, not stand up for ourselves at all.

The reality is, if you can show measurable results and know you aren't earning your potential or your worth, then it's time to put on your big girl pants and make the ask. But before you go knocking down your boss's door, put a game plan into place. There are hundreds of blogs, articles, books and podcasts on the topic.

Here are a couple of common-sense approaches that will work, whether you're negotiating a raise or promotion, or trying to find common ground with a colleague or neighbor.

1. Know Your Numbers: When preparing to negotiate salary, always know your numbers! Research sites like Indeed.com, Glassdoor.com, Salary.com or PayScale.com to see what the industry standards are for men and women. Talk to people you know in similar positions, or those who have held those jobs or supervisory roles during their employment history. Get comfortable with the numbers and let them guide your ask, as well as what you consider to be the low end, high end and middle ground of your ask.

2. It's Not All About the Money: There are times when having flex time, extra vacation time or job sharing may be more valuable than the numbers on your paycheck. If being able to start an employee initiative, giving another position a test run, or even having an intern will make your day-to-day less stressful or more enjoyable than cash, then ask for that. Just make sure to show how it will be a benefit to both your employer

and the organization for you to have access to those opportunities. Have an appreciation for their numbers as well, not just yours.

3. Don't Get Personal: Keep the negotiations focused on your worth, your value to the organization, and the future path you believe you should be provided with, considering your merit.

Women have been known to feel they have to justify or qualify why they are deserving of said raise, and that is not an effective tool in your negotiating tactics. Base your ask on your merit, the metrics and what you can provide to the organization; and do it with confidence and calm. Those are reasons the boss can support. And if they aren't, then maybe it is time to take your skills somewhere else.

4. Don't Be Afraid to Negotiate Like a Woman: There is a ton of research on gender differences in negotiations that shows men come to the table with a determination to "win" and women approach the table with a "win-win" strategy. That win-win, also known as interest-based or integrative negotiation, has proven to result in the most profitable, long-lasting and satisfying agreements. Women tend to assume they are not as good at negotiating as men, but the opposite is true. Women need to overcome their own bias and approach negotiations as they would any other conversation in which they were seeking a favorable outcome.

Just do the homework, have the confidence and trust that everything you are asking for is reasonable and fair. Finally, remember that if you don't ask, you won't receive. That can add up over time, not just financially, but also in your happiness and your opportunity to grow and develop.

Excerpted from Jacksonville Women's Leadership Forum blog.

Tales from the Office

Tired at Work

Once upon a time, the partner in a law firm I worked at wanted to have Friday morning meetings to go over his case list. Our office hours were 8 a.m.-5 p.m., so meetings were scheduled for 7:30 a.m. One Friday morning, as we all filed into the conference room, the newest associate attorney (28 years of age) came into the conference room wearing a T-shirt....get this....with tire tread marks on his T-shirt! We all laughed and the partner gave the associate attorney a little bit of grief, but we never knew how the tread marks got on his shirt. Still a mystery today.

The Devil is in the Details

I prepared estate planning documents for a husband and wife a few years ago, a total of 13 documents (two Wills, Trust document, etc.). On the day of the signing, while the husband and wife were waiting in the conference room, my boss came into my office and told me that although the husband and wife were married, the wife had not taken her husband's last name. So like a Tasmanian Devil, I had to redo all 13 documents, one of which was a 30 page trust document. Good times...

'Til Divorce Do Us Part

One day, many, many years ago in a galaxy far, far away, a man and a woman walked into the law firm at which I was employed and wanted to see an attorney about a divorce. The husband was married to two women at the same time, and the man wanted to know how to obtain a divorce and find out which marriage was actually legal. My attorney met with the man and woman and I'm un-

sure what happened after that because we didn't do family law at that time.

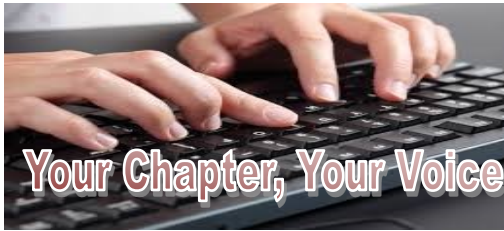
Words of Wisdom

I asked a young associate one day if I could attend his swearing-in ceremony because I never had attended one before. He said "sure." So on the day of his swearing-in, we drove to UNR for the ceremony. On the way to the auditorium, I told the associate attorney that he really needed to find a "good legal secretary," because that person was to become the most important person in his practice. He gave me this weird look before walked into the auditorium.

One of the Nevada Supreme Court's justices told all of the new attorneys that he or she would need to find a "good legal secretary" because that person would become the most important person in his or her practice. At this point I had a great big old smile on my face and the associate attorney I came with just happened to turn and give me a look. Still not sure what that "look" meant, but he got the gist of things all the same.

***Laughter is an
instant vacation—
Milton Berle***

***Do you have an amusing work-related story to share?
Send it to "Tales from the Office" at NALSdclp@gmail.com.***



Birthdays of the Month

- June 7 - Rowena Malone
- June 23 - Wendy Neff
- June 30 - Clint Harris

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>



@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



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

MEMBER RENEWALS



If you are unsure of your renewal date visit nals.org OR contact VP Sharon Coates, PP, CLP

**Don't Forget to Renew
Your Membership**



*Dance like no one is watching.
Email like it may one day be
read aloud in a deposition.*

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.

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