

July/Aug 2015

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Palm Beach County
Chapter

The Palm Beacher

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President's Message



Susan Goldstein
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Fall is fast approaching and it's time for some serious ALA and PBCALA work before we get to enjoy the holidays, which will be here before we know what happened.

As you all know unless you were on vacation out of the solar system, the ALA announced its recommendation for a new name for the organization: LawVantage, Your Business of Law Society. There has been some debate and discussion as to whether members are in favor of the new name or not. I encourage you to go onto the ALA website and study the material which explains the proposed re-branding if you have not already done so. There will be a vote later in the fall to accept or deny the recommendation of the new name. Each Chapter gets to cast one vote. I will cast our vote after polling the PBCALA membership and will cast PBCALA's vote based on the majority's opinion. Click [here](#) for some information regarding the re-branding.

At our last Board meeting, the Board voted to assist members interested in taking the CLM examination. (By the way, the CLM designation is not expected to change if the re-

branding is approved.) Our Chapter does not have enough interest at this time in having a CLM study group. Therefore, the Board voted to reimburse the dues for the Cyber Chapter CLM Study Group for any PBCALA member who registers for the CLM examination. You merely need to provide proof that you have registered for the CLM examination and the Cyber Chapter Study Group and the Board will reimburse your fee for the Cyber Chapter.

The Attorney Appreciation Luncheon is our next major event. On September 16th, Dr. Dale Henry will be speaking on Ethics. Thanks to the efforts of Gloria E. Hernandez, CLM, The Florida Bar has granted 1 General CLE credit and 1 Ethics CLE credit. It is our hope that the ability to earn CLE credits so easily, at no charge, and close to home will be an enticement for attorneys to attend. Debbie Giordano recently sent out the invitation to the luncheon.

We have a fun social planned for early October to be tentatively held at Duffy's in North Palm Beach. This social will be a game night. Dina Lotz will send out the invitation in the next couple of weeks.

We are still looking for a few volunteers to donate a small bit of time to the Chapter. If anyone is interested, kindly contact Laura Shaw. Laura will let you know what committees need assistance.

Take care to all. Have a safe and enjoyable fall!



July/August Member Meetings



July's meeting was a roundtable discussion, moderated by Kim Ayers and Debbie Giordano.

Topics included how to build team motivation, flex time, PTO, EAP, and wellness programs. This type of meeting is always well-received by the members.



By: Laura Shaw

On August 11, 2015, our speaker Stephen Kuska shared with us information on "CyberCrime."

Mr. Kuska presented valuable information about the age of technology and how to help protect ourselves as well as our law firms from CyberCrime! From the simple insight of things that we all know we should do and likely don't such as changing our password frequently to more in-depth information on securing our computers and data at the office.

I believe that most left with a tip or two that they could personally use to protect themselves from CyberCrime, but also the benefit of protecting our offices as well.

Chapter Leadership Institute (CLI)



Michele Parcels, Dina Lotz,
Gloria E. Hernandez, CLM

By: Michele Parcels

First and foremost, I would like to formally thank the Board for the opportunity to attend the CLI Conference in Grand Rapids. I not only gained great knowledge that will help me in my role on the Board, but I really enjoyed getting to know Dina and Gloria better.

As with the annual and regional conventions, I feel that one of the most important things that I gain at these conventions is the friendships with my fellow members and the new friendships made with members from all over. CLI is an opportunity for chapter leaders from other areas to get together and gain insight from each other. What is working

for them and the challenges that they have come across, as well as how they have addressed those challenges.

The Amway Grand Plaza was a beautiful hotel and a great venue for the convention!! Thank goodness for the Starbucks in the lobby that kept me going during those long days of sessions!

We didn't have a lot of time to explore the city. However, one big plus was Michigan weather in July was perfect!!

By: Dina Lotz

Most important for me were ways in which I can help improve how we handle new members. I realized that I am falling short on making new members feel "welcome" into the group. I am currently in the process of developing a "New Member" Communication protocol that ensures we reach out to our new members via email or mail at regular intervals during their first 9 months with various different group members and accountability measures for all those involved in the process.



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By: Dina Lotz
LaBovick Law Group

During my recent attendance at the CLI, there was a fantastic discussion about how to develop a successful mentorship program. Several of the Chapters expressed their success in developing a mentorship program utilizing the Chapter's Past Presidents. Their findings were that past Presidents had so much experience in the Chapter that they offered the most benefit and integration for new members. More importantly was that the Past Presidents actually enjoyed mentoring and it took very little effort for them to make it a successful endeavor.

What will the mentors do? Well, first they are listed as a point of contact for our new members, along with myself, of course. The assigned mentor will reach out to the new member to join them at Socials, Luncheons and other Chapter events. They

Mentors Wanted!

introduce new members to other Chapter members so they begin to know Chapter members. They share their experiences in serving on committees and encourage new members to get involved. They guide new members in questions on how to make the most of their ALA and PBCALA memberships. Most importantly, they help the new members feel welcomed and part of this fabulous group!



Currently, I reach out to the existing Board and Committee Members to see who can mentor our new members, but this effort is not working. Last year, we had several new members who did not renew this year and that is sad. I want to make sure our Chapter can better retain its

new members and I think incorporating a Past President Mentorship Program would be just the thing.

Are you willing to participate in the Past President Mentorship Committee? Contact me for more information!



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We know how much you value the insights and connections you gain from your ALA listservs and web forums, so we made it even easier – and better – to share ideas and experiences with your peers.

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Access to your new online community is available after you log into the ALA website at the “My Communities” link at the top of the homepage.

** Archived listserv and web form discussions appear in “Forums,” with the same names.

Log into alanet.org and start exploring today!

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*Qu'a t'il dit?**

By: Agata Baczyk
Legal Interpreters

According to the 2011 U.S. Census, 20.8% of the population spoke a language other than English at home, of which 22.7% spoke English “not well” or “none at all.” Not surprisingly, with millions qualifying as Limited English Proficient (LEP), interpreters in a variety of settings, including legal proceedings, are essential.

For those without industry experience, finding a qualified interpreter can be a daunting ordeal. Only in the last decade or two has there been an attempt to evaluate and certify interpreters and some of those processes are still not near perfect.

Performing as an interpreter, especially in a complex setting such as deposition or trial, requires training, experience, and a rich linguistic background. Saying that any bilingual can interpret is like saying that anybody with hands can paint or sculpture. Bilinguals, without at least some training in interpretation, should be weary of evaluating interpreters' performance. Certain linguistic nuances are difficult to translate and sometimes the translation won't be literal. A trained linguist knows that the goal is to translate meaning for meaning and not word for word. Especially when dealing with language specific expressions, trust the professional. An example from my native Polish is the idiom

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literally translated as “An elephant stomped on your ear,” and actually meaning “You have no ear for music.”

At present all states have some sort of interpreter certification/registration/qualification process. The names and levels vary from state-to-state, so it's important to learn your state specific terminology. For example, Florida has one level of Court Certification where the interpreters either pass or fail the examination process. Alternatively, New Jersey has three certification levels where the skills of a Master level interpreter will differ from those of a Conditionally Approved linguist.

Be aware that the criteria for one state's certification may not be equivalent to another's. Currently 43 states belong to the Consortium of Language Access in the Courts, Florida included. This allows interpreters in most member states take a standardized exam. Many states provide reciprocity from other member states upon completion of additional required criteria. Often the exam may transfer over but the scores needed may differ between states. Additionally, not all member states use the standardized exam but instead may decide to create their own, like New York.

State certifications are recent and there are many interpreters who have been interpreting in legal settings for 20, 30, 40+ years who are trained and often more experienced than their certified counterparts. Often they chose not to complete an expensive and lengthy

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certification process as they are already established in the industry regardless. Therefore, certification status may help in assessing the credentials of an interpreter but it doesn't guarantee the quality of interpretation.

Some states have another class of interpreters they may refer to as "registered" (although sometimes "registered" means "certified" so it's important to know a state's unique terminology), meaning that these interpreters have completed some of the criteria but either never completed the full certification process or couldn't complete it because certifications are only offered in a handful of languages. Florida only certifies 6 languages, among them Vietnamese, with only 2 interpreters, both currently residing in California.

Frequently, an interpreter's prior training and experience may be the only ways of assessment. Many interpreters have attended workshops and seminars, gained degrees or certificates in interpretation and translation, or can list prior past accomplishments and cases they've interpreted for. Spanish and other common languages will have language specific trainings available that don't exist for rare languages, like K'iche' or Chaldean, where limited need also reduces experience opportunities.

Factors like certification, experience, rarity of language, and number of local interpreters along with specific state requirements will affect price. Spanish

interpreters' rates in New York double in California where it's required by law to use court certified linguists for legal proceedings. Less populated locations usually carry an increased price; rates in Houston or Dallas will be half of those in Laredo, Texas. Scheduling early is key! Lack of advanced notice decreases the number of interpreters who remain available and increases prices. However, price is affected mostly by interpreters' qualifications. Experienced interpreters value their time. They request and deserve to be paid industry standard rates. Reasonable negotiation is acceptable; however, if any interpreter or agency offers a shockingly good deal, they are probably providing low quality service.

**What did he say?*

Hiring an interpreter is a complex process, which is why language agencies exist. An agency should be your interpreting expert with knowledge of the various state regulations and requirements guiding interpreter certifications. I strongly believe that the best agencies out there are those run by interpreters themselves. These agencies are able to accurately gauge the needs of their clients alike to provide the best qualified interpreters.

Agata Baczyk is the Owner/Interpreter of Li: Legal Interpreters located in North Palm Beach, Florida.



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July

Albert J. Fielder, Jr.

Debi Fogel

Dorothy James

Sue Recchia

August

Laura Becker

Kerry Blaney

Marcy Dickstein

Jillian Feinstein

Peggy Jimenez

Jim Menendez, CLM

Michele Parcels

Dawn Tasca

Dolly Santibanez

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The Association of Legal Administrators (ALA) was formed in 1971 to provide support to professionals involved in the management of law firms, corporate legal departments and government legal agencies. ALA provides educational opportunities and services to more than 10,000 members representing more than 5,300 employers in 21 countries. ALA is structured into six regions with more than 100 chapters in the United States, Puerto Rico, Canada and New Zealand.

ALA’s mission is to improve the quality of management in legal services organizations; promote and enhance the competence and professionalism of legal administrators and all members of the management team. The Association’s members are law office administrators who manage such areas as finance, human resources, systems and technology, facilities, marketing and practice development.

Membership Information

Dina Lotz
 Membership Chair
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 DLotz@Labovick.com

Calendar of Events

- July 14, 2015 Member Meeting
- July 23-25, 2015 CLI - Grand Rapids, MI
- July 28, 2015 Board Meeting
- August 11, 2015 Member Meeting
- August 25, 2015 Board Meeting
- September 10-12 Business of Law Central-New Orleans, LA
- September 16, 2015 Attorney Appreciation Luncheon - Dr. Henry
- September 22, 2015 Board Meeting
- October 1-3, 2015 Business of Law East-Atlanta, GA
- October 6, 2015 Members Only Happy Hour at Duffy’s
- October 13, 2015 Member Meeting
- October 22-24, 2015 Business of Law West –Las Vegas, NV
- October 27, 2015 Board Meeting
- November 10, 2015 Member Meeting
- November 24, 2015 Board Meeting



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www.pbcala.org

If you have news you’d like to see included in the newsletter, please email geh@flappellatelaw.com