

July/Aug 2014

Volume 2 Issue 4



Palm Beach County Chapter

The Palm Beacher

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President's Message



Sue Recchia
Williams, Leininger & Cosby, P.A.
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It's Fall already and once again time for our Attorney Appreciation luncheon! I hope you are all planning to attend – and to bring an attorney or two (or more!). I'm actually bringing four this year because our speaker is going to be so wonderful!



If you haven't checked out Scott Burrows on his [website](#), I urge you to do so right away. There is still time to RSVP for the luncheon, which is on Tuesday, September 9th.

Scott is a dynamic speaker with a great message for our attorneys. He is a national-level speaker and the attorneys are going to LOVE him!

Speaking of September – we have a Happy Hour planned at [Revolutions](#) Bowling in CityPlace. We had to reschedule from this week because so many of our members were taking some extra time off for the holiday, but we are hoping to reschedule for later in September, either the 16th, 24th, or 30th – depending on what is the best date for the most members. This is going to be a lot of fun! Although the event is for “members only,” we are allowing our members to bring guests for only \$20 each (attendance for

members is FREE). The \$20 covers bowling, food, and two drinks – and the right to wear a lovely pair of bowling shoes! You can't beat that deal. You can bring people from your office or friends or family members. I'm hoping to bring my hubby since we are actually doing something he would enjoy!

How many of you are planning to attend one of the [Business of Law](#) conferences this fall? These used to be called Regional Conferences, but have been renamed to better represent the content available at the conferences. Check out the dates, cities, and agendas on the National Website at www.alanet.org.

One last thing – Save the date for our Holiday Party on Tuesday, December 9th. We will once again be at the [Grandview Gardens](#) Bed and Breakfast. You can lounge around the pool with a cocktail, or sit in one of the comfy areas inside – something for everyone!

Hope to see you all soon!



July/August Member Meetings



The July Member Meeting was held at the Palm Beach Airport Hilton in West Palm Beach. Our members brought school supplies to this meeting to help the Community Connection Committee collect school supplies for the Children's Home Society. Way to go members!!!

The speaker for the meeting was George Leloudis, an ALA Regional Director. George is a Certified Legal Manager and Certified Public Accountant with more than 10 years of leadership and management experience within the professional services arena.

Within the ALA, he has served on the Annual Conference Committee and chaired the Financial Management Conference Committee. He is currently serving as a Region 2 Regional Representative and is President of the Western Virginia Chapter. George discussed the many benefits available to the members and the advantages to leadership within the ALA. We should all take advantage of the resources available to the members.

The next meeting will be held on August 10, 2014, at the Palm Beach Airport Hilton.



Michael Goldstein

Michael Goldstein from Lan Infotech was our speaker at the August Meeting. The program topic was Cloud Computing and Microsoft offerings. Michael spoke about and demonstrated the pros and cons of being in "the cloud."

One of the most important takeaways from his speech is that we all need to have backup redundancy policies in place in order to meet the privacy needs of our clients and firms. He also spoke on the new subscription services offered by Microsoft Office 365.



New! ALA Business of Law Conferences

[Register Now](#)

Crucial Education – Convenient Locations

Each event provides the same cutting-edge curriculum for business of law leaders looking for:

- evolving technology trends
- new profitability models and
- proven cyber-security solutions.

At ALA's four new Business of Law Conferences, you will connect with talented, diverse, and engaged presenters and colleagues during a three-day event that offers educational sessions focused on core areas of interest to professionals in the business of law. Sessions will address today's key human resources, facilities, communications, finance, technology and overall operations issues. The Business of Law Conferences will deliver broad-based legal management education and networking opportunities that are consistent across all locations. This means that if the Business of Law Conference closest to you is not on an ideal date, you can attend the one that fits your schedule best and be assured of getting the same high-impact education and networking experiences.

Exhibits will provide innovative solutions to your most complex challenges. Meeting with business partners that are suppliers of products and services to the legal profession will help you compare products and make more informed decisions. Also featured will be relevant keynote addresses and networking events during which attendees can engage with speakers, business partners and business management professionals in private law firms, corporate and government legal departments, and non-profit agencies.



September 4-6, 2014 (*Thursday-Saturday*)
Hilton Portland and Executive Towers,
Portland, OR

September 11-13, 2014 (*Thursday-Saturday*)
Palmer House, Chicago, IL

October 6-8, 2014 (*Monday-Wednesday*)
Renaissance Worthington, Fort Worth, TX

October 27-29, 2014 (*Monday-Wednesday*)
Sheraton, Philadelphia, PA

Join us for BOLD Bites!
The Business of Law Discussions!

- ◆ Each topic is discussed for 15 minutes
- ◆ Informational dialogs
- ◆ Begins on day one of each conference from 4:45-6:15 pm



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Legal Marijuana, Drug-Free Workplaces on Collision Course

By: Paul W. Sullivan

Marijuana legalization is on a collision course with employers wanting drug-free workplaces, say two attorneys on the front lines of the new legal battlefield. Legalization of pot also is the enemy of employers seeking to maintain high quality, low absenteeism and steady healthcare costs, says an addiction counselor. Increased marijuana use is producing more Americans unfit for work and unable to lead productive lives as the head of healthy families, says counselor Richard Taite.

In 2003, Taite, who is a recovered addict, founded Cliffside Malibu, an upscale addiction rehabilitation center located on the shores of the Pacific Ocean. He said society should not be fooled by famous pot users who seem to be able to carry on productive lives. "There's a sea change in this country, but that doesn't make it right," Taite said. "For every Bill Maher or Willie Nelson there are 1,000, 30-year-olds waking up in their mothers' basements, without a family or job, screaming for her to make a sandwich while they are playing video games."

Taite said pot saps the drive of the user, resulting in a lack of productivity and eventually a wasted life. However, Taite favors allowing those age 25 and above to make the decision to use marijuana. He

worries that too many people younger than 23 tend to experiment with weed and abuse it, damaging their brain development.

An April 2014 study published in *The Journal of Neuroscience* and featured in *Psychology Today* stated it found negative effects in young adults who used the drug recreationally.

On Jan. 1, Colorado started allowing the sale of recreational marijuana to those 21 and older, which is typically the age at which purchasing alcohol become legal. Residents can purchase up to an ounce at a time while tourists can buy a quarter-ounce. Colorado was the first state to OK the opening of recreational pot stores and to regulate the industry. The state of Washington also approved the recreational use of marijuana, the third most popular recreational drug in the U.S. after alcohol and tobacco, according to the marijuana reform group NORML.

In the face of increased marijuana use, both Taite and Colorado attorney Danielle Urban agree business leaders have the right to protect themselves and hold their ground on drug-free workplaces. Urban works for Fisher & Phillips Attorneys at Law in Denver and has been involved in workplace issues across the country. "Employers need to tell employees in advance that it's not a defense to say it's legal," Urban said of marijuana



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use. "They need to write a coherent policy to address it. Employers need to decide how to treat the issue and make sure policies address medical marijuana. Employers don't want to fire people."

Federal law still classifies marijuana use as illegal. However, other states have approved laws for marijuana use to treat medical conditions. If a worker in Arizona is a medical user, the employer can't fire them for testing positive unless the person works in a safety-sensitive position, or in a federally supported job, Urban said.

In Minnesota, a user can't work impaired. Urban said the problem with determining impairment is there is no commercial method to test the condition. Urinalysis is used most often, but tests don't reveal if drugs were used hours before the test or three weeks earlier, she said.

Pivotal test case in Colorado

There is a case before the Colorado Supreme Court that Urban and New York lawyer Barry Peek believe will provide some clarity. *Coats vs. Dish Network* is a collision between a medical user of pot and a business, said Peek, who practices for Meyer, Suozzi, English & Klein, P.C. In the Colorado case, the employee is a quadriplegic who was licensed to use marijuana for medicine but was fired from a job after testing positive. An appeals court backed up the termination. The appeals court cited the federal statute on controlled substances, Peek said. "Coats is the first major test," Peek said. Urban agrees and believes the Colorado Supreme Court will

back the appeals court. Peek says the key for employers is to make sure that they don't turn a blind eye to any addiction, such as alcohol. "Employers have to make sure alcohol and marijuana are treated the same as far as drug policy is concerned," he said. "If an employer has a zero tolerance policy, it must be applied to alcohol and not just to marijuana." If employers tolerate alcohol consumption, they are not treating all impairing substances the same, leaving themselves open to action. "If (businesses) have policies for drugs and alcohol, enforce them tightly," he said. NORML, which encourages marijuana legalization, says pot use is much less dangerous than alcohol or tobacco, according to its website. The group states that marijuana is nontoxic and cannot cause death by overdose.

The National Drug Free Workplace Alliance says 76.4 percent of illicit drug users have a job, and contends the abuse of drugs, including marijuana, costs businesses between \$60 billion and \$100 billion a year. Drug and alcohol abusers are four times more likely to go to the hospital because of an injury on the job.

Peek said as *Coats'* case and others like it wind through the court system, states and the federal government may develop laws to provide direction. For now, the issue has opened up another line of work for lawyers helping businesses respond to marijuana legalization.

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July Happy Hour!



**Terry Imai
Sherry Zabriskie**



**L-R:
Eric Haines
Michelle Martin
Ilene Bennett
Kelly Lawrence Eppy
Harry Spaight**

**L-R:
Sandy Bolin
Jim Menendez, CLM
Lauren Palfrey
Kim Schooley**



July Happy Hour Cont...



L-R:

New Member!*
Dina Lotz
Michele Parcels
Susan Gavsie

***Name the new member in this picture and receive a free Panera Bread gift card!**

L-R:

Debbie Giordano
David True, CLM
Maria Massinello



Chapter Leadership Institute (CLI)

What is CLI? CLI is an orientation, training, and networking event for chapter officers and volunteer leaders. Participants include ALA's Board of Directors, Regional Representatives, Chapter Leaders, Business Partners and key members of the headquarters staff. CLI provides a unique opportunity for learning about and strengthening your leadership role, sharing ideas and experiences with colleagues and expanding your network.

Once again, members of our Board attended the Chapter Leadership Institute hosted by the ALA. This year's CLI was held in San Antonio, Texas. It was a balmy 95° to 98° , although it was a dry heat!

Along with the many sessions offered, there were two fantastic keynote speakers: Scott Burrows, who spoke on vision, mindset and grit; and Dr. Dale Henry, who spoke on team-building and having a servant-like attitude.

Before getting down to business and attending the numerous back-to-back sessions on Chapter leadership, Michele Parcels and Gloria Hernandez visited The Alamo. One of the most historic places in America.



A trip to the southwest would not be complete without enjoying a taste of its Tex-Mex food!



Scott Burrows



Dr. Dale Henry



New Members!



Cheryl Sollenberger is employed with the law firm of Jones, Foster, Johnston & Stubbs, P.A. as the accounting department manager. Her awesome team is responsible for time, billing, AR, AP, payroll, general ledger, financial reporting and analysis, and conflict of interest processing.

Additionally, she is the administrator for the firm's profit-sharing plan. She has been employed with Jones Foster for 33 years.

Cheryl is currently enrolled in the last college class toward a Bachelor's degree in Business Administration. She is excited to be graduating this year! While she is still in the studying mode, Cheryl plans to try for CLM certification in 2015.

On a personal note, Cheryl has been married for 34 years (yes, to the same guy!). She and her husband have an adult daughter and two beautiful granddaughters, ages 3 and 5. Cheryl is pleased to become a member of the Palm Beach County ALA and looks forward to meeting each of you soon.



Scott A. Wendel has been an Administrator for over 15 years at a couple different firms. He just moved back to Florida from Kentucky. After spending many years in Orlando, Scott went to Kentucky for a couple

of years, but is now back in Florida, hopefully for good. Scot has a B.A. in Pre-Law, attended FSU and UCF, and has an MBA from Rollins College

in Winter Park Florida.

Scott loves reading quotes ("Odd I know," he says). Scott is looking forward to meeting the members of this new chapter. He was active both in the Orlando and Kentucky chapters.

Luciana C. Melo, J.D. is an attorney with her own practice in Vero Beach, Florida. Luciana provides consulting services to law firms and business in the area of employment-based immigration. She also provides training to employers on the immigration aspects of recruitment and hiring of foreign nationals and compliance with I-9 employment eligibility issues.



Luciana graduated from The George Washington University Law School, and has a Bachelor of Business Administration, Finance and Management from Florida Atlantic University.

Tiffany Child is the Office

Administrator at Beller Smith. She previously worked with the attorneys for 10 years as a paralegal in their previous law firm. Tiffany received her Bachelors degree from FAU. She has a photography business



and is involved in Autism charities since her older son is autistic. Tiffany is excited to join ALA for its wide network of resources and peers.

Member News!



Fighting for the Injured since 1985

Rosenthal, Levy, Simon & Ryles, P.A.
ATTORNEYS AT LAW

Kerry Blaney will be participating in the Juvenile Diabetes Research Foundation Ride to Cure Diabetes on September 7, 2014. The ride takes place in Lake Tahoe.



This will be Kerry's 7th Ride to Cure and so far she has raised over \$50,000!

Rosenthal, Levy, Simon & Ryles is pleased to announce Joshua M. Stone as its Veterans Representative in its new practice area of representing veterans and their families in disability claims.

Mr. Stone served eight years of active duty service in the U.S. Navy. During this time, he received an honorable discharge and was awarded two Navy Achievement Medals. Mr. Stone has brought more than 1,000 veteran's claims to completion, including court hearings and appeals. Mr. Stone is also certified to represent Social Security Disability claimants.

RUDOLPH & ASSOCIATES LLP
ATTORNEYS AT LAW



WWW.RUDOLPHANDASSOCIATES.COM

Rudolph & Associates is proud to announce the appointment of one of our associates, Sarah Willis, to the judiciary as General Magistrate in Palm Beach County. Prior to working with the firm, Sarah worked for the State Attorney's Office.



Member News Cont...



Eileen Michelbrink recently journeyed to the United Kingdom to visit her mum on the occasion of her mum's 100th birthday!

Catherine Kedley (formerly Cullen) was born on August 12, 1914, in Airdrie, Scotland. Catherine was married to her high school sweetheart, John Cullen, for 15 years before he died tragically in an accident when Eileen was one year old. She was happily married to Harry Kedley for 47 years until he passed away in 2011. Catherine's full life includes living through 19 Prime Ministers and four British Monarchs.

Catherine's family reunited from all over the United Kingdom and the United States to celebrate. Her family includes five daughters (eldest passed away early in life), seven grandchildren, 12 great-grandchildren, and two great-great-grandchildren!

Although Catherine is now bed-ridden, her main passion in life was dancing. Eileen says they all joke that they will dance down the aisle at her funeral because, at the tiniest sound of music, Catherine's feet start going no matter where she is! "Almost every family photo we have, we're always either dancing or singing in them," Eileen says.



On her birthday, Catherine received a signed birthday card from the Queen of England and a telegram from MP Alex Duncan. "The great, great grandkids were outside watching for the royal mail van all day," Eileen said. "It was a very quick but special trip."



Happy 100th Birthday, Catherine!



July

Joy R. Wilson
Albert J. Fielder, Jr.
Susan M. Recchia
Debi Fogel
Dorothy James
John Hopkins

August

Jim Menendez, CLM
Pamela McBride
Jillian Feinstein
Carole Morris
Kerry Blaney
Susan Williams
Dawn Tasca
Marilyn Fong
Marcy R. Dorr
Michele M. Parcels

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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.

BOARD OF DIRECTORS

- Sue Recchia, President
- Susan Goldstein, Vice-President
- Kim Ayers, Treasurer
- Michele Parcels, Secretary
- Debbie Giordano, Immediate Past President
- Gloria E. Hernandez, CLM, Past President

Please contact:
 Dina Lotz
 Membership Chair
 for membership information
 (561) 625-8311
 DLotz@Labovick.com

Calendar of Events

- September 9, 2014 Attorney Appreciation Luncheon
- September 30, 2014 Board Meeting
- October 14, 2014 Member Meeting
- October 23, 2014 Board Meeting
- October 23, 2014 BP Appreciation Luncheon
- November 12, 2014 Member Meeting
- November 25, 2014 Board Meeting
- December 9, 2014 Holiday Party at Grandview Gardens B&B
- December 23, 2014 Board Meeting
- January 13, 2015 Member Meeting
- January 27, 2015 Board Meeting
- February 10, 2015 Member Meeting
- February 24, 2015 Board Meeting
- March 10, 2015 Member Meeting
- March 24, 2015 Board Meeting



Visit our website!
www.pbcala.org

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