



# COMMUNIQUE

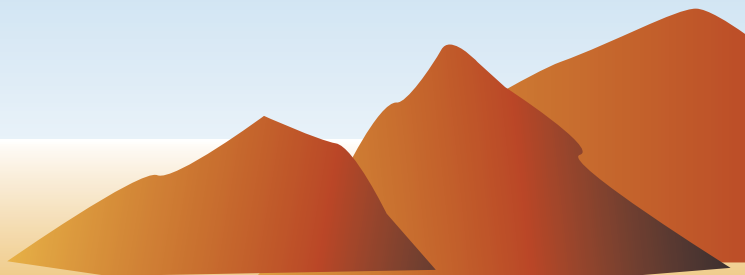
THE OFFICIAL PUBLICATION OF THE CLARK COUNTY BAR ASSOCIATION

JUNE/JULY 2020

## Mental Health



## Sizzling Summer Resources for Health and Wellness



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**If you are struggling...**

**...the state bar has resources to help.**



**(866) 828-0022**

**If you are in need of help during a particularly tough time, call our Hotline number above. Leave your first name and a telephone number, and someone will call you back.**



# COMMUNIQUE

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# Navigating in the Dark

By Mariteresa Rivera-Rogers

Our signature event, Meet Your Judges Mixer, which had been re-scheduled for July 23, 2020, will be cancelled and not take place at all this year. Our next Meet Your Judges Mixer will be held on Wednesday, May 12, 2021. This is not the news we wanted to deliver. By now, you may not be surprised to hear about another event cancellation because of COVID-19. Whether we want to acknowledge it or not, navigating in the dark and coping with continuous disruptions to our lives can take a toll on mental health.

The theme for this month's issue is Mental Health. Most of us to one degree or another are dealing with a totally different way of practicing law under the constraints imposed by this pandemic. The practice of law in itself is stressful enough on any given day, whether you are dealing with deadlines, court appearances, research, or hourly billings, you bear a great responsibility on behalf of your clients. No matter what kind of law you practice, you must constantly stay on top of not only your cases, but also the financial wellness

of your firm or your family. Nowadays, with so many protocols set by the CDC and the state of Nevada, restrictions for setting court hearings, and the priorities that have been set by the courts, it is also important to realize no one wants this state of affairs. We need to practice civility amongst ourselves and with the court. Professionalism and civility are at the core of a great lawyer. Making concessions not normally made in regular times may be needed. It is not easy to give away a tactical advantage.

So, how are you handling all these things right now? Are you working from home? Are you using Zoom, Blue Jeans, Teams, or other programs to communicate remotely? Probably, your commute to work got a lot better, although at the cost of many added stressors. The authors who have written articles for you in this issue will provide pointers or guidance on how to handle

**Mariteresa Rivera-Rogers** is an associate at



the Las Vegas criminal defense firm Wright Marsh & Levy. Her areas of practice include criminal law and juvenile law. She is fluent in Spanish, and both the federal and state courts recognize her as a certified court interpreter. Mariteresa is a committee member of the AOC Judicial Council of the State of Nevada Language Access, the Interpreter Certification

Advisory Committee, and the Clark County Indigent Defense Selection and Appointment Committee. Her spirit of community and professional service has also led to involvement with the Latino Bar Association, Southern Nevada Association of Women Attorneys, Clark County Law Foundation, and Nevada Supreme Court Task Force on Racial and Economic Bias. Mariteresa serves as president of the Clark County Bar Association through December of 2020.

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*Whether we want to  
acknowledge it or not  
... coping with  
continuous disruptions to  
our lives can take a toll  
on mental health.*

those stressors and confirm you are not alone. Mental wellness is essential to navigate in this muddy present. Predictions are more like premonitions, data is scarce, knowledge is lacking and planning has gone out the window. Patience is what we need.

Don't forget the State Bar of Nevada also provides great resources for its members:

- **Lawyers Concerned for Lawyers:** Confidential peer support for Nevada attorneys in need of support to get in—or stay—in recovery. Weekly closed-door

meetings held statewide.

- **Nevada Lawyer Assistance Program:** Clinical services for attorneys suffering from abuse, addiction and/or mental health issues which may impair professional competence. The program is staffed by clinical professionals statewide and when sought voluntarily, the initial assessment is provided at no charge to the attorney.
- **Therapy Benefit:** This member benefit offers therapist referrals. If an attorney wants assistance in dealing with a difficult life situation, such as divorce, depression, stress, the death of a loved one, a traumatic case, or any other stressful incident/situation, he or she can request the name of a therapist by calling 1-866-828-0022. The first three sessions are provided at no charge. The inquiry and subsequent three sessions are completely confidential.

See State Bar of Nevada, <https://www.nvbar.org/member-services-3895/wellness/>, 5/7/2020.

We want you to know we are here for you. Please let us know if there is anything else you want us to address in future issues. Your suggestions are welcome. ☪



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# Bar Activities

## Bar Committee Meetings

CCBA members are invited to volunteer to help plan activities and services for CCBA members. Bar members are invited to attend an upcoming meeting of a CCBA committee:

- **Community Service:** Friday, June 5 (12-1 p.m.)—RSVP to Steph
- **Publications:** Tuesday, June 2 (12-1 p.m.)—RSVP to Steph
- **New Lawyers:** Thursday, June 11 (12-1 p.m.)—RSVP to Donna
- **CLE:** Friday, June 12 (12:00-1:00 p.m.)—RSVP to Donna

Typically, meetings are held at the CCBA office; however meetings will be held via teleconference until further notice.

To participate in an upcoming meeting, CCBA members will need to RSVP to Steph (StephanieAbbott@clarkcountybar.org) or Donna (Donnaw@clarkcountybar.org) in order to receive details for participation in the meeting via Zoom. For more information about each committee, see <https://www.clarkcountybar.org/committees/>.

## Summer Kick-Off BBQ Canceled

Due to concerns for hosting large gatherings, the CCBA has canceled the Summer Kick-Off BBQ event that was scheduled for June 4, 2020. The CCBA hopes to hold an open house event in the fall of 2020.

## Meet Your Judges Mixer Canceled

Due to concerns for hosting large gatherings, the CCBA has canceled this year's Meet Your Judges Mixer event that was scheduled for July 23, 2020. The CCBA plans to hold the next event on Wednesday, May 12, 2021.

**Activities** *continued on page 9*

### *Bar services*

## CLE Speaking Opportunities Available for CCBA Members

The CCBA's CLE Committee seeks Nevada lawyers to volunteer to develop and/or present CLE programming for the benefit of the CCBA at events to be produced and marketed by the CCBA. The CCBA is an Accredited Provider with the Nevada Board of Continuing Legal Education.

Interested members are encouraged to attend a meeting of the CLE Committee and/or to propose a topic for presentation.

To attend a meeting of the CLE Committee or to submit a proposal for a CLE seminar, contact Donna Wiessner at donnaw@clarkcountybar.org, (702) 387-6011.



### *Bar services*

## Picture Day

**Tuesday,  
August 4, 2020  
9:30 a.m. to 2 p.m. only**

**Clark County Bar  
717 S. 8th Street  
Las Vegas, Nevada**

Members of the Clark County Bar Association are invited to sit for a professional portrait (with no sitting fee) from Portraits to You. Dress for success. Drop-ins are welcome. Update your professional image.

CCBA members will be offered a special price to purchase images directly from the photographer at this special event.

For more info about this and other member services, visit the bar's website <https://www.clarkcountybar.org/membership/membership-benefits/>.

### **Contact:**

Steph at CCBA, (702) 387-6011, StephanieAbbott@clarkcountybar.org.





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## Advertising space available

For more information and to confirm space reservations, proposals of content, artwork specifications, rates, discounts, and deadlines, contact the Clark County Bar Association, (702) 387-6011, StephanieAbbott@clarkcountybar.org.



# COMMUNIQUE

## About Communiqué

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Stephanie Abbott

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*Communiqué* accepts advertisements from numerous sources and makes no independent investigation or verification of any claim or statement made in the advertisement. All articles, letters, and advertisements contained in this publication represent the views of the authors and do not necessarily reflect the opinions of the Clark County Bar Association. All legal and other issues discussed are not for the purpose of answering specific legal questions. Attorneys and others are strongly advised to independently research all issues.

### Editorial Calendar

Cover date	Issue topic
January 2020	Five Things
February 2020	Labor & Employment
March 2020	Technology in Law Practice
April 2020	Cannabis Law
May 2020	Sports & Entertainment Law
June/July 2020*	Mental Health
August 2020	Family Law
September 2020	Appellate Practice
October 2020	Local Courts
November 2020	Administrative Law
December 2020	Pro Bono

\*The June/July issue is published in June. There is no publication released in July. The editorial calendar may change without notice at any time.

Space reservations are encouraged at least two months in advance. Space is limited with placement only guaranteed to paid advertisements. The deadline for submission of all content is 30 days prior the first day of the desired month of publication.

*Communiqué* will not publish self-serving articles promoting a specific named product or services of an individual or firm.

### Article Opportunities

To write an article for publication, send a proposal to the Clark County Bar Association, Attn: Editor-in-Chief, via e-mail to StephanieAbbott@clarkcountybar.org. Proposals should include the following information:

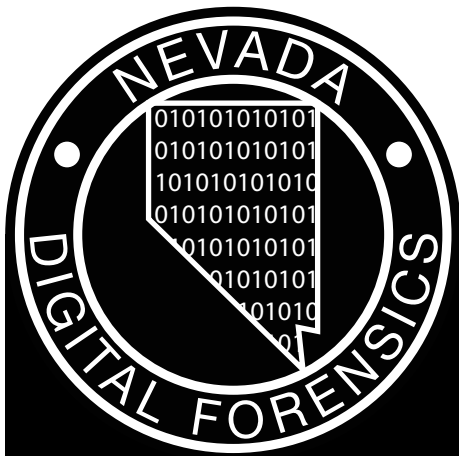
- Author(s) name(s) and Nevada bar #(s)
- Summary paragraph providing the focus and scope of the article (include relevant rules/statutes/procedures, etc.)
- Proposed issue for placement (see editorial calendar above)

All proposals and articles submitted will be considered for publication. However, *Communiqué* will not publish self-serving articles promoting a specific named product or services of an individual or firm. Articles must be on topic and original, unpublished works. Preference will be given to articles written by attorney members of the CCBA.

### Advertising Opportunities

Space is available for paid announcements of professional achievements, goods, and services. Rates, policies, and specifications are available upon request. Contact the Clark County Bar Association to confirm availability of placement, graphic design services, and discounts.





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**Activities continued from page 6**

## **Community Service Activities**

### **Community Dinner Service at Las Vegas Rescue Mission**

This fall, the CCBA Community Service Committee plans to schedule a group activity to benefit the individuals and families served by the Las Vegas Rescue Mission (LVRM) at 480 W. Bonanza Road in Las Vegas.

In the meantime, members may help LVRM with direct donations of items. The LVRM is accepting essential donations of food, cleaning supplies, masks, latex gloves, toilet paper, and hygiene items. Learn more about the services they offer at <https://vegasrescue.org/>.

For more information, contact the committee chair, Paul Lal at [plal@bsflp.com](mailto:plal@bsflp.com) or Steph Abbott at [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org).

### **A Salute to Women's Suffrage Parade**

CCBA members are invited to walk with the CCBA Community Service Committee at this celebration of the centennial anniversary of the 19th Amendment to the U.S. Constitution.

- **Date:** Saturday, October 24, 2020, 10 a.m. to 2:00 p.m.
- **CCBA's parade entry (to walk as a group):** Line up starts at Atlantic Avenue/Water Street at 8:00 a.m.
- **Location:** Water Street in Henderson
- **Pre-parade activities:** CCBA members are invited to participate in the parade and/or to serve as marshals and ground support.
- **Post-parade activities (tentative):** Celebratory gathering at a nearby park where food trucks after the parade.
- **Special thanks:** Special thanks to Paul Lal for paying the entry fee (\$75) and the sponsor level of "Friends of the Parade" (\$100).

For more information, contact the committee chair, Paul Lal at [plal@bsflp.com](mailto:plal@bsflp.com) or Steph Abbott at [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org).

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# Legal Spotlight

# Member Moves

# New Members

## State Bar of Nevada's Paralegal Division Welcomes New Members

Paralegals who are looking to advance their careers, may consider joining the State Bar of Nevada's Paralegal Division. The division welcomes new members who have an interest in networking and professional growth opportunities. They are proud to announce their recent affiliation with NALA, the Paralegal Association. As part of this new affiliation with National Association of Legal Assistants (NALA), the division is seeking a new committee chair to facilitate advancing their CLE offerings to the Nevada paralegal community. Additionally, this affiliation with NALA will afford benefits to division members that will enhance their professional legal career. Division membership will offer greater prestige as a vital member of the Nevada legal community. The division has good news and benefits to share with new and existing members. Interested paralegals may contact the State Bar of Nevada Paralegal Division Chair Lynda Traves at (775) 538-2529 or e-mail NVParalegalDivision@gmail.com with questions. A copy of the membership application is located on the Nevada State Bar's website at [www.nvbar.org](http://www.nvbar.org).

Thanks to the following people who submitted updated profile information with the Clark County Bar Association (CCBA).

**Terese de Jager**, Jager Consulting, LLC, 3540 W. Sahara Avenue, #383, Las Vegas, NV, 89102.

**Member updates requested.** Please submit updates regarding member information to CCBA, 717 S. 8th Street, Las Vegas, Nevada, 89101 or [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org). Information provided to the CCBA may be used to update the CCBA member database, to create/update a listing for the member in the CCBA member directory at <https://www.clarkcountybar.org/members/directory>, and to communicate information about activities and services available to the members of the CCBA. For more information, visit the "Membership Benefits" page at <https://www.clarkcountybar.org/membership/membership-benefits/>.

Welcome to the following people who recently joined (or rejoined) the CCBA, listed with their CCBA Member Type, phone number, and, if they are also a member of the State Bar of Nevada, their selections for areas of practice (AOP)\*.

**Jeffery Garofalo**, an Attorney Member of Procopio, Cory, Hargreaves & Savitch LLP, 3960 Howard Hughes Pkwy., Ste. 500, Las Vegas, Nevada, 89169. AOP: Insurance Law, Construction Law, Civil Defense

\*Areas of Practice (AOP) listings do not reflect a certified legal specialization in the area listed and are subject to change at any time without notice.

## Bar Services

### Member Directory

Members of the Clark County Bar Association can be listed in the online CCBA Member Directory. See listings at <http://www.clarkcountybar.org/membership/directory/>.

This dynamic directory can be searched to find a member via area of practice, first or last name, firm/company/agency, and other states admitted.

For more information, contact Steph at [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org) or (702) 387-6011.

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# Court News

## United States District Court Update to Lawyer Representatives

The United States District Court for the District of Nevada has decided to extend the terms of their lawyer representatives for one additional year. As such, please disregard the announcement in re “Lawyer Representatives for United States District Court” published in last month’s issue of *Communiqué* (May 2020).

## Supreme Court of Nevada Order in Re Coronavirus Emergency

On April 10, 2020, the Supreme Court of Nevada filed administrative order (AO-0013) in re coronavirus emergency and its impact on the courts. The order addresses concerns for the ongoing administration of district court proceedings during the COVID-19 emergency. See ADKT 0554 and find the 15-page PDF at <http://caseinfo.nvsupremecourt.us/public/caseView.do?csIID=58467>. Find this and other orders at <https://nvcourts.gov/supreme/>.

## Eighth Judicial District Court Orders and Blog Posts

The Eighth Judicial District Court released several administrative orders that alter court procedures. See <http://www.clarkcountycourts.us/general/court-rules-and-administrative-orders/>. The court also published information and news to their blog accordingly. See below for a list of headlines recently published on their blog at <https://eighthjdcourt.wordpress.com/>:

- Face Coverings and Social Distancing Ordered for Clark County Courts
- Back at the RJC
- 5 Things to Know If You Have District Court Case During Coronavirus Pandemic
- Next Steps for Nevada’s Eighth JD Court as the State Reopens in Phases
- Virtual Bench Bar Clears Up Questions on Civil Division Operations During Coronavirus State of Emergency
- District Court Administrative Order 20-15 Outlines Changes to the Current Assignments to Juvenile Delinquency and Dependency Cases
- What’s Going On in District Court During Coronavirus Pandemic?
- COVID-19 Tech Makeover for Search Warrants and Wiretaps Streamlines and Expedites Process to Achieve Social Distancing
- Guided Online Domestic Violence Temporary Protective Order Application

Launched by District Court as Risks Rise Amid Coronavirus Pandemic

- District Court Issues Administrative Order 20-13 That Extends Prior Orders Related to COVID-19
- 5 Things Lawyers Need to Know About Operations at the Nevada Eighth Judicial District Court During the Coronavirus Pandemic
- Top 10 Things Lawyers Should Know About Processing Orders with the Nevada Eighth Judicial District Court During the Coronavirus Pandemic

For more info about the headlines listed above, see <https://eighthjdcourt.wordpress.com/2020/04/> and <https://eighthjdcourt.wordpress.com/2020/05/>.

## Las Vegas Justice Court Order in Re Temporary Procedures

On April 22, 2020, Las Vegas Justice Court Chief Judge Suzan Baucum filed an administrative order regarding “Temporary Procedures in Criminal Cases and Civil Cases.” See Administrative Order 20-09. The Order addresses temporary changes to be implemented at the court, in regards to continuity, attorney obligations, jury trials suspended, writs of execution, eviction matters, right to speedy trial, and final provisions. For more information, read the Order available to download from the court’s website at [http://www.lasvegasjusticecourt.us/faq/laws\\_and\\_rules.php](http://www.lasvegasjusticecourt.us/faq/laws_and_rules.php).



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# Las Vegas Municipal Court Mental Health Court Program— Progressive Criminal Justice with a Mind Towards a Better Result

By Judge Cara Campbell

**T**he Las Vegas Municipal Court Mental Health Specialty Court is a comprehensive treatment program created for non-violent offenders charged with misdemeanor offenses in Las Vegas/Clark County who suffer from a serious mental illness. The program targets those individuals who have a history of hospitalizations due to their mental illness and co-occurring substance use disorder, who are likely to continue a pattern of crime if their mental health diagnosis remains untreated.

The Mental Health Specialty Court serves as an alternative to the traditional criminal court process in that it uses a team approach to supervision (similar to that of Drug and Veteran's courts). The judge, case manager(s), treatment specialists, court coordinator, and housing manager(s) work together to supervise each participant and provide them with individualized treatment and services. This targeted case management includes medication management, mental health counseling, substance abuse counseling, and residential placement.

The treatment team communicates regularly to discuss the progress of each participant. Once a par-

*This targeted case management includes medication management, mental health counseling, substance abuse counseling, and residential placement.*

ticipant has shown consistency with medication stabilization and has leveled-down in therapy, other classes such as family reunification counseling, vocational training, resume- building, and high school equivalency classes are offered.

Participants are required to appear in court on a regular basis to ensure they are progressing with their mental health treatment plan, attending support group meetings, maintaining their sobriety, and following through with any additional conditions set forth by the treatment team, as ordered by the court. Frequent court appearances also give participants an opportu-



**Judge Cara Campbell** was elected to the Las Vegas Municipal Court in 2017. There, she presides over a primarily criminal misdemeanor docket, as well as the Mental Health Specialty Court.



nity to address the court with any issues or concerns they have.

The Mental Health Specialty Court program is 18-24 months in duration. In most cases, successful participants have their case dismissed upon graduation. In order to graduate, a participant must demonstrate consistent medication management and stabilization, sobriety, and the ability to remain trouble-free. Ideally, the graduate will have also secured employment and solidified the ability to live independently.

The Las Vegas Municipal Court Mental Health Specialty Court program accepts referrals from other courts, prosecutors, and defense counsel. Participation in Mental Health Specialty Court is voluntary. To be eligible, a candidate must be diagnosed with a severe mental illness, be medication compliant, and have at least two cases pending.

Defendants who have extensive cognitive delay, a criminal history involving crimes of violence, crimes against women and children, drug trafficking or arson, or have a known gang affiliation, will not be eligible to participate.

When properly utilized, specialty court programs such as the Las Vegas Municipal Court Mental Health Specialty Court program, serve to better treat the root of a criminal defendant's contact with the criminal justice system and decrease recidivism by providing important resources which will improve social functioning and afford participants with opportunities such as employment, housing, treatment, and support.

Applications for the Las Vegas Municipal Court Mental Health Specialty Court program are available at: <https://www.lasvegasnevada.gov/Government/Municipal-Court/Specialty-Courts>

If you feel a client meets the criteria and would benefit from participation in the program, please submit a completed application and signed Mental Health Court Agreement via email to [kbanto@lasvegasnevada.gov](mailto:kbanto@lasvegasnevada.gov) and [sstern@lasvegasnevada.gov](mailto:sstern@lasvegasnevada.gov).

Completed applications will be staffed by the Mental Health Court Team the following week. If an individual is deemed appropriate for Mental Health Court, you will be contacted and a Notice of Acceptance will be filed. ●

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# Educating and Treating Defendants in Mental Health Court

By Judge Elizabeth Gonzalez and Hearing Master Bitia Yeager

**S**cientific research has established that mental illness and drug addiction, also known as substance use disorder, are caused by diseases of the brain. The Eighth Judicial District Court's Mental Health Court focuses on educating and treating defendants ("participants" once they are in the program) who suffer from serious mental illnesses that are treated with medication, such as schizophrenia, schizoaffective disorder, bipolar disorder, major depressive disorder, and PTSD. Participants learn how to manage their disease and reduce hospitalizations through taking proper medication and using coping skills. As needed, they are taught skills for employment and independent living. Making these significant changes through program participation reduces their likelihood of committing crimes in the future. To accomplish this goal, the court works hand in hand with a team of professionals – the court coordinator (who is a licensed clinician), prosecutors and defense attorneys, probation officers, community mental health case managers, and treatment providers.

Over the last three years, the court has become more effective by increasing the use of evidence-based practices. Clinical assessments of new applicants are now conducted in-person. Through a federal grant

*Participants learn how to manage their disease and reduce hospitalizations through taking proper medication and using coping skills.*

partnership with UNLV, the court now uses a gender-responsive risk assessment tool for increased accuracy in addressing each participant's risk to reoffend. Participants who are high risk for antisocial behavior are now enrolled in specific cognitive behavioral therapies.

The court has found that while increasing positive reinforcement with participants has been an effective

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**Hearing Master Bitia Yeager** handles Specialty Court matters for the Eighth Judicial District Court. She currently presides over Civil Commitment Court, Mental Health Court, and Co-Occurring Disorders Court, which she established in February 2019.





tool for success, the greatest incentive for change has been the participant's realization of the positive difference that treatment has made in their own life. Court hearings frequently involve discussions with the participant about the changes they have experienced, such as understanding how to manage their disease and the devastating symptoms, reconnecting with estranged family members, recognizing and addressing past trauma, building confidence through achievements at school or in employment, feeling the security of a safe environment after years of homelessness, and enjoying the freedom of living as a law-abiding citizen.

The recent pandemic and social distancing directions have forced the court to adjust. Changes to IT have allowed the court to continue holding hearings through video or phone. Medicaid made immediate changes to allow coverage for individual and group therapy through telehealth. The court discovered a robust network of sobriety support meetings that are available to participants through video or phone. Although the court looks forward to a time when participants can again appear in person, the court now has the ability to use other means to support treatment and participation, which has been an unexpected, but welcomed, silver lining. **©**

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# How to Manage Stress While Working from Home from the Toolkit of a Lawyer-Mom of Three

By Brittanie T. Watkins, Esq. LL.M. Ph.D.

**S**ome states and businesses are reopening, but many of us are still working from home. I have now been working from home for one month, three weeks, and one day. Rather than meticulously carving tally marks into a wall to count the passing days, I have incorporated other practices to stay well. I hope sharing them provides similar benefits to you as we continue to navigate work, family, and organizational responsibilities amid the various complexities brought on by our changing environment.

Many of us are surprised by the amount of stress we feel working from home. I certainly was. Working from home has its comforts, but it also has hidden stressors related to lack of structure, constant distractions, difficulty setting boundaries, increased social isolation, and impaired focus. Elizabeth Scott, *How to Handle the Stress of Working from Home*, *verywellmind*

*... as we continue to navigate work, family, and organizational responsibilities amid the various complexities brought on by our changing environment.*

(March 17, 2020), <https://www.verywellmind.com/the-stress-of-working-from-home-4141174>. The practical tips below observe how we can minimize stress and enjoy the comforts.

## **Keep a schedule, loosely**

If I were to take the work-when-I-find-the-time approach, work would never get done. Something always needs attention. Developing a schedule supports



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structure and focus. Ownership of your schedule can be liberating but failing to actually follow one can leave you feeling derailed by distractions that perpetually demand your attention.

On the other hand, strict adherence to a time-stamped schedule can be even more stressful than it is worth. I use a task-oriented schedule that sounds more in order of operation than start and stop times. For example: Morning—fold laundry and perform research; Afternoon—draft opposition brief and enter time; Evening—make spaghetti and take the kids for a walk. Most importantly, your schedule has to work for you, but you should work when you are at your best. I am at my best early in the morning, so I work first and play later (unless of course there is more work to be done, like drafting the CCBA feature due Friday). Inevitably, we get off schedule, but I feel encouraged and empowered by having a framework for the day.

### **Stay connected, but remember to unplug**

Working remotely can make us feel isolated from our friends, family, and colleagues, taking away the systems and energy we once relied on to stay motivated. We can reclaim our social lives by scheduling Zoom meetings with friends and colleagues, creating text message groups, or utilizing social media. The goal is to create networks of people with shared perspectives and beliefs, who you can lean on when needed. We can continue to explore creative ways to celebrate milestones through virtual connections. I attended a virtual birthday party that boasted a game of Family Feud, a talent show, and even a Powerpoint complete with photo memories from the birthday boy's previous parties, social distancing not included. To the point, physical distance does not need to mean social distance. But just as over-scheduling can be stressful, so too can spending too much time on our phones and computers. To stay connected while staying well, take time to turn away from social messages and return to in-person connections with your "quarantine buddies."

### **Take a shower, and enjoy it**

This is one of my favorites. Of course I enjoyed showering before COVID-19, but with a wandering one-year-old, argumentative five-year-old, and frequently distracted thirteen-year-old, I often rushed through showers with the goal of just getting clean. Now, with another adult home, additional shower time

replaces commute time, and the goal of a shower is more therapeutic. Prolonged showers drastically improve my disposition and yield some of my best ideas. So, take as much time as you need, wash away stressors, and emerge ready to reengage.

### **Shut the door, when necessary**

This one is the toughest. I feel guilty shutting the door to my room to work while my children are home. It feels like I am shutting them out, but for work that requires intense concentration, it is a must. This simple, physical barrier leads to increased efficiency and focus—things that have proven more illusory these days. Unless it sounds like an emergency, when they come knocking, I reply, "Go ask your dad!"

### **Be kind, to yourself**

We are all doing our best in a challenging environment, and no one is doing it perfectly. Think about structure but understand that there *will* be chaos. After all, that is exactly what informed these tips. If we focus on doing what we can, working from home can be enjoyable. And we can only do our best. **C**



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# COVID-19 Stress Manifesting in the Workplace: An Increase in COVID-19 Whistleblower and Retaliation Claims?

*By Patrick Hicks, Esq. and Kelsey Stegall, Esq.*

**B**ecause of the COVID-19 pandemic, employers will be facing multiple challenges in transitioning employees back to work. This includes an increased risk of whistleblower and retaliation claims by employees who allege they were disciplined or discharged for complaining about health or safety concerns relating to the virus. Indeed, there has already been an increase in complaints filed by employees who physically worked in essential businesses, as opposed to working from home, after Governor Steve Sisolak ordered Nevadans to stay at home. These complaints stemmed from a lack of personal protective equipment, social distancing, and other health and safety measures that were implemented during the pandemic—measures designed to reduce employee stress but that are not always successful.

## Legal ramifications of whistleblower complaints

The Occupational Safety & Health Administration (“OSHA”) is responsible for enforcing a wide variety of anti-retaliation provisions at the federal level under 23 separate whistleblower statutes. While many employers are familiar with claims under Section 11(c) of

the Occupational Safety & Health (“OSH”) Act, which broadly protects employees, remedies under Section 11(c) are limited, a private cause of action is not available to the complaining party, and a worker must file their complaint within 30 days of an adverse job action. However, OSHA also enforces additional statutory provisions that may provide more expansive remedies to the prevailing party, including attorney’s fees and punitive damages in some instances.

Beyond the Section 11(c) claims that may be filed under the OSH Act, employers can also face additional exposure and risks when employees use alternative statutory remedies to raise complaints about an employer’s response to COVID-19.

The risk for employers under certain federal anti-retaliation laws is also increased because a lower causation standard—the “contributing factor” standard—may be applicable in some instances. Specifically, under certain federal anti-retaliation laws, a complaining party may establish that they have a viable claim that should be heard by proving, among other things, that a retaliatory motive played a “contributing factor” in the adverse employment decision. In addition, under the OSH Act, complainants generally do not need to show the alleged violation they com-



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plained about actually took place. A viable retaliation claim requires only that they had, among other things, a “good faith” basis for making the allegation in the first instance, which is a low bar to clear. Because statutes vary, in a retaliation case brought by an employee complaining about health and safety issues relating to COVID-19, the precise burden of proof will depend upon the law used to pursue the claim.

Moreover, federal law is not the only source of protection for employees pursuing complaints related to health and safety practices. A majority of states recognize some form of wrongful discharge claim under anti-retaliation statutes or under common law, including Nevada. Employees may be entitled to significant damages if they prove that an employer took adverse action against them because they raised a health and safety concern.

## Takeaways

In this unprecedented environment for both employers and employees, employers should be mindful and empathetic of the stressors many of their employees have experienced—and are still experiencing. In transitioning individuals back to the workplace, employers should first and foremost focus on creating a healthy and happy workplace to ease their employees’ concerns.

Simultaneously, employers should be especially vigilant to enforce anti-retaliation policies and procedures when health and safety complaints do arise. Some practical considerations include:

- Promote your employee assistance programs. Communicate the resources available to your employees in an effort to alleviate their stress and anxiety. There are so many services available through these employee assistance programs, such as stress management, counseling, and wellness programs, that will help employees address their stress head-on rather than have it manifest elsewhere.
- Encourage employees to report their health and safety concerns. Create multiple reporting options, including options that allow employees to immediately raise their concerns. Clearly communicate these options to employees.
- Address the concerns raised with empathy and compassion. Follow up individually where pos-

sible, and companywide with periodic updates as necessary. An empathetic response will help employees feel heard and alleviate their feelings of stress.

- Employees should *never* be disciplined or terminated because they raised or escalated complaints about a potential violation of health and safety laws or procedures, including concerns regarding the employer’s response to COVID-19. While there may be independent, non-retaliatory reasons for taking adverse action against a complaining employee, any decision regarding the adverse action should not take into account, or be influenced by, the health or safety complaint.
- If independent reasons justify disciplinary action against a complaining employee, the employer should ensure the reasons are properly documented, consistent with the company’s policies and procedures, and that other employees who engaged in similar conduct, but did not complain of health and safety concerns, received the same disciplinary action.
- Document the specifics of each health and safety complaint, including the time and date, the recipient of the complaint, and the specific concerns that were raised.
- Review and update the company’s policies and procedures that prohibit retaliation, and consider setting aside additional training time now to help reinforce the company’s anti-retaliation rules, and to help prevent retaliation claims from arising.

Ultimately, take health and safety complaints seriously. How your law firm or company responds and adapts to the COVID-19 virus will have a lasting impression on your employees. Leadership, communication, and behavior will set the tone for how employees feel in returning to the workplace and can help alleviate the stress and anxiety that many are already experiencing. Accordingly, take as many steps as possible to prevent health and safety complaints, but if they do arise, take the proper actions consistent with your policies and procedures. **E**

# Mentally Preparing for a Wrongful Death Case

By Donald Kudler, Esq.

**A**s an attorney, there are few cases more emotionally draining than wrongful death lawsuits. When you take on a case of this nature, you do not act solely as a trusted legal advisor to the relatives of the deceased. In many instances, you will also be forced to function as something of a grief counselor.

Aside from dealing with the weight of expectations that are placed upon your shoulders by the grieving family, you must also come to terms with the fact that your lawsuit could potentially bankrupt a local business or a resident of your city. If you are successful in your pursuit of compensation, the defendant may be on the hook for hundreds of thousands of dollars - or more.

With so much on the line, what can you do to stay grounded and calm throughout your wrongful death case?

## How to get through a wrongful death case

Every lawyer has a different approach to dealing with the stresses and strains of draining wrongful death cases. However, a brief list of some of the tips that you are likely to find most helpful would include:

### Being honest with the grieving family

When you first meet with the relatives of the deceased party, it is essential that you be as honest as possible with them. Let them know what a wrongful death

*Aside from dealing with the weight of expectations that are placed upon your shoulders by the grieving family, you must also come to terms with the fact that your lawsuit could potentially bankrupt a local business or a resident of your city.*

lawsuit entails, making sure to specifically mention that it is likely to be long and draining. And be sure to tell them that, although you will work tirelessly on behalf of their loved one, there is never a guarantee that the case will work out in their favor.

Later, if the case may need to be litigated, let them know that their involvement will be necessary and discuss the fact that they may need to talk about their feelings at both a deposition and at trial when discussing whether or not they want to go forward. Of course, they have to be fully prepared for the questions to come at both the deposition and at trial. Take extra care to let them know if the defendant is going to attack them at the deposition or trial or has any information that will be used against them. Make sure they understand you are on their side and will protect them and object as necessary and appropriate.



**Don Kudler, Esq.** has been a practicing attorney in Nevada since 1993. In 2004, he partnered with Allen Cap to create the law firm of Cap and Kudler - a firm that specializes in wrongful death and Las Vegas personal injury law.

Do not, under any circumstances, make any promises about attaining a specific monetary outcome. Similarly, you should never guarantee that you will achieve justice for their family member.

By being upfront with the family about what they should expect during the legal process, you can take a lot of weight off your shoulders. As a result, you will be able to spend less time worrying and more time focused on the case at hand.

### Exercising regularly

Whether you prefer to go for a brisk walk around town on your lunch break or swim a few laps in your local pool after work, exercising regularly can be a superb way of relieving the anxiety you feel while working on a wrongful death case. Working up a sweat every day can:

- Encourage your brain to release feel-good endorphins
- Reduce your stress levels
- Increase your self-confidence
- Improve the quality of your sleep

If aerobic exercise is not your cup of tea, you may wish to take up yoga or pilates instead. Doing so can help you become much more relaxed and mindful.

### Making time for your friends and family

When you are working on a wrongful death suit, it can be tempting to spend every moment of your day researching case law and requesting documents. Should you choose to do so, however, you are likely to feel extraordinarily stressed out before too long.

If you wish to remain grounded as you work through the case, it is vital that you set some time aside to relax and unwind with your family and friends. During this time, you should try to do something that will take your mind off the lawsuit. Going to the zoo, watching movies, visiting theme parks, and attending concerts are all excellent options.

### Discussing the case with other attorneys

Many lawyers find that the best way to deal with a particularly difficult case is to speak with another member of the legal profession. If you are lucky, they may be able to provide you with some tips that can help

you with the suit.

However, even if they do not have any words of wisdom, it is at least helpful to be able to talk to someone who understands the stress you are dealing with. You might be surprised how much stress you can take off your shoulders during a brief chat over some delicious steaks.

### Speaking with a therapist

When clients need legal help, they turn to attorneys just like you. So, if the stress of your wrongful death suit is becoming unbearable, do not be afraid to reach out to a mental health professional. There is absolutely no shame in asking for help from time to time.

The primary role of your therapist will be to listen to your concerns and provide you with coping mechanisms to deal with your issues. However, if your suffering is intense, they may be able to prescribe you some medication to ease your anxiety a little **G**



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# The Myth of the Work-Life Balance

By Lisa J. Zastrow, Esq.

**A**s an eight year old child, at the dinner table I would use a large chunk of sweet white onion fresh from my mother's garden as a spoon for delivering bites of delicious mashed potatoes into my mouth. My step-dad, who passed away in September, would look at me with a puzzled face and lovingly say "eewh, that's gross" every single time for over a decade. This same man on a near daily basis would empty an entire pack of salty peanuts into his Mountain Dew and say "ah, that's delicious" while my sister and I laughed and said "eewh, that's gross." We are all different. Our desires, needs, drive, ethics – tastes – are all different. Our differences are evident. Yet as a society, most of our institutional systems seek to box us into categories that may not always address our unique qualities. This is true with respect to the practice of law. As a human, mental health issues present uniquely, yet our profession requires a robotic deference to a litany of rules. The two "rules" most often imposed are: (1) extreme billable hours in private practice; and (2) unrestrained workloads.

*"By law's dark byways he has stored his mind with wicked knowledge of how to cheat mankind" - author unknown*

Here is a dirty little secret not taught in my folksy little law school in Oklahoma. During some point in your career as an attorney, practicing law will deny your unique qualities and demand a certain amount of confor-

mity. The example I always use only relates to private practice, but is an easy target and has caused me debilitating internal conflict. I have found myself in law firms honoring the "high billable" hour *over wins, ethics, and quality of work*. As a young attorney, this model teaches associates that a robotic practice of entering time, making sure to capture all of the .1's, will advance your career faster than quality work. This practice can also result in pervasive inflated billing, which is not challenged in many firms because more billable hours is more revenue.

In those firms, I was never reminded of Nevada Rules of Professional Conduct Rule 1.5(a)(5) which limits all billable hour engagements to actual time worked. I was certainly never reminded of NRCP 1.1 which requires competence in the representation of the client, including skill and thoroughness. As attorneys, many of us entered the practice expecting to spend our days fighting for justice, making arguments, pouring through information looking for a smoking gun, and doing all of the substantive things that we actually still do. But when the praise comes from the "billable hour," it can be mentally conflicting and disturbing to many in the practice, causing vast cynicism and burnout.

There is virtually no way for attorneys to spend all their waking hours "billing hours" while still devoting time to their family, maintaining a healthy lifestyle, and staying true to their personal moral compass. Yet, in all of these firms I was routinely the recipient of newsletters or firm wide emails touting the importance of "work-life" balance.



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*There is virtually no way  
for attorneys to spend  
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family, maintaining a  
healthy lifestyle, and  
staying true to their  
personal moral compass.*

It's all a rouse.

These institutions are founded on the single goal of cheating mankind at all cost for the sake of money or power, or both. They will never change. There is a negative inertia that is created from leadership that will not transform.

**Tip #1: If you are working in practice and find yourself up against *institutional norms that are poison to your soul and will never change* (my example was the billable hour badge of honor), you must quit your job. Find another job first, then quit. Sayonara. Exit stage left.**

I am not suggesting that earning a good salary or compensation is not a worthy goal, it is. But compromising ethics and your health and happiness for money and power or praise from unethical leadership, or by allowing yourself to be reduced to a machine, is a recipe for burnout.

**“The human mind is a very fallible thing, but it's the only thing that I can really know...” – Grimes**

The practice often denies the existence of human fallibility. How many times have you submitted a proposed stipulation to extend discovery deadlines be-

cause <insert reason here> only to have the “stipulated” order denied. Your “due diligence” reason did not cut it with whomever the judge was. Hopefully, this does not happen to you often (certainly not in the Eighth Judicial District Court or U.S. District Court of Southern Nevada, *wink wink* Judges to whom I appear often), yet anyone who has practiced law in any jurisdiction for more than a decade understands this example. My point is simple: we are human, but our profession demands perfection.

Moreover, many times we find ourselves seeking extensions and making mistakes because we do not have the ability to say no to more work. As fallible humans, the more tasks we are responsible for, the more things will fall through the cracks. Picture yourself juggling three balls, then 30 balls, then 100 balls.... at what point do you drop a ball? Trust me, when you miss a single ball, they can all come crashing down. If you find yourself in a pattern of constantly seeking extensions, moving deadlines, or juggling 100 balls, you must make some changes. I was once told in a firm that “this is the practice of law” and to “get used to it.” That was ingrained in me and when I could not juggle all

**Myth continued on page 26**

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For more information, see page 30.

## **Myth** *continued from page 25*

the balls, I believed I was an incompetent failure. I have had many epiphanies in my career and one came when I had spent a few months in that firm on one case all the way to victory and the client thanked me, repeatedly, for the focus and work on her behalf. The partner whom I was working for did not offer any thanks, was angered by my devotion to the client, felt I had developed too close a relationship with this client; yet this partner was no doubt happy to see all of those billable hours. See, this partner and this firm denied not only my fallible human qualities, but my personality. I knew then a change would come soon.

It does not make me a bad attorney because I am unable to juggle 100 balls. I am fallible. I am human. And it does not make me a bad attorney because I am not a machine and I build relationships with clients who appreciate the attention to their matters as their careers are on the line.

### **Tip #2: Accept that you are human and fallible and learn to say no when you are juggling too many balls lest they all come crashing down.**

Let me end with a few final thoughts and tip. In September 2017, the American Bar Association (“ABA”) created a Working Group (“Group”) to Advance Well-Being in the Legal Profession. The Group soon launched a pledge asking legal employers to take steps to raise awareness to improve lawyer well-being after increasing levels of alcoholism, mental health problems, and suicides in the profession. See <https://americanbar.org> The pledge includes, among other promises to “disrupt the status quo of drinking-based events,” “provide confidential access to addiction and mental health experts and resources to all employees, including free, in-house self-assessment tools,” and “highlighting the adoption of this well-being framework to attract and retain *the best lawyers and staff*.” *Id.*

So let us get this straight, firms can “pledge” to acknowledge what is already widely known, deemphasize booze at events, and give “access” to self-assessment tools. Ah, but certainly retain the *best lawyers and staff*. Newsflash – individuals with mental health issues and addictions do not seek these tools, certainly not from their employers, thus making tools *available* is not helpful. It may create a touchy feely press release for the ABA or for your firm should it sign the pledge, but improve the life of the lawyer it does not.

*Work in an office that holds your moral norms to the highest and allows you to juggle the right amount of balls. Forget about trying to find a balance.*

Most attorneys in firms would never make their addictions or personal health issues known to management for fear of losing their jobs and those fears are legitimate. You don’t believe me? Walk on into your managing partner’s office and tell him or her that you spend your evenings knee deep in pills and alcohol and trolling the funniest “being a lawyer sucks” Instagram memes. Watch the look on his or her face turn from viewing you as a reliable billable source - to pity.

There are exceptions to this general rule and my firm is certainly one. I knew it when I called up my now managing partner years ago and said to him “I want to work with you or I’m going to work at the mall because I hear Victoria’s Secret is hiring.” I was hitting burnout. I was convinced the practice of law was a gutter career, but I called him because the firm defends lawyers and I decided that is what I needed to do. I said to the managing partner, “I am tired of working to make my bosses more money on the backs of insane billable hours, at the expense of my integrity and dignity, spending my evenings doubting my worth and doubting my qualities as a human.”

### **Tip #3: Trust your gut and follow your passion.**

If you are an attorney, you are worthy of happiness. Work in an office that holds your moral norms to the highest and allows you to juggle the right amount of balls. Forget about trying to find a balance. When you begin sleeping well at night, you will know you are in the right place. **C**



# Health and Wellness Resources for CCBA Members

By Stephanie Abbott

Increased concerns for health and wellness can increase stress and anxiety. Stress, anxiety, and alcohol are a dangerous mix. If you or someone you know is stressed and/or using alcohol (or other substances) to cope, please seek help. The resources listed below may be helpful to Nevada lawyers and are grouped by topic.

## COVID-19 Anxiety Resources

**“Working Remotely During COVID-19,”** a resource page published by the American Psychiatric Association Foundation’s Center for Workplace Mental Health. See <http://workplacementalhealth.org/Employer-Resources/Working-Remotely-During-COVID-19>.

**“15 Apps to Keep You Healthy While Sheltering in Place,”** a resource page published by ISP.com with information about popular apps with mental well-being, productivity, nutrition and fitness tips available from popular apps. See <https://www.isp.com/blog/15-apps-to-keep-you-healthy-while-sheltering-in-place/>.

**“8 strategies to set up remote work during the coronavirus outbreak,”** an article by Marten Mickos. See <https://www.fastcompany.com/90475330/8-strategies-to-set-up-remote-work-during-the-coronavirus-outbreak>.

**Managing Anxiety and Stress**—an online resource in regard to Coronavirus Disease 2019 (COVID-19) published by the Centers for Disease Control and Prevention (CDC). See <https://www.cdc.gov/coronavirus/2019-ncov/prepare/managing-stress-anxiety.html>.

**Staying Mentally Healthy During COVID-19,** a post by The Campaign to Change Direction. The Campaign to Change Direction is a coalition of concerned citizens, nonprofit leaders, and leaders from the private sector who have come together to change the culture in America about mental health, mental illness, and wellness. See <https://www.changedirection.org/staying-mentally-healthy-during-covid-19/>.

**Protecting Your Mental Health During the Coronavirus Outbreak,** a post by the American Foundation for Suicide Prevention. See <https://afsp.org/taking-care-of-your-mental-health-in-the-face-of-uncertainty/>.

**“7 science-based strategies for coping with Covid anxiety,”** an article published by The Conversation. See <https://theconversation.com/7-science-based-strategies-to-cope-with-coronavirus-anxiety-133207>.

**“Coping with Stress During Infectious Disease Outbreaks,”** a fact sheet from the Substance Abuse and Mental Health Services Ad-

ministration that provides tips for coping with stress during an infectious disease outbreak. See <https://store.samhsa.gov/product/Coping-with-Stress-During-Infectious-Disease-Outbreaks/sma14-4885>.

**“The Leader’s Guide to Managing Covid-19 Panic,”** an article by Jan Bruce, *Forbes*. See <https://www.forbes.com/sites/janbruce/2020/03/05/the-leaders-guide-to-managing-covid-19-panic/>.

**“Coronavirus and your mental health: Two experts explain why we panic and how to cope,”** an article by Joanna Chiu. See <https://www.thestar.com/news/canada/2020/03/11/coronavirus-and-your-mental-health-two-experts-explain-why-we-panic-and-how-to-cope.html>.

**“Tips for Social Distancing, Quarantine and Isolation During an Infectious Disease Outbreak,”** a fact sheet from the Substance Abuse and Mental Health Services Administration. See <https://www.thestar.com/news/canada/2020/03/11/coronavirus-and-your-mental-health-two-experts-explain-why-we-panic-and-how-to-cope.html>.

## Anxiety & Stress

**Crisis Text Line**—To get free confidential, 24/7 support for anxiety, text “HOME” to 741741. **Resources continued on page 34**

## **Resources continued on page 34**

sis Text Line serves anyone, in any type of crisis, providing access to free, 24/7 support and information via a medium people already use and trust: text. See <https://www.crisistextline.org/>.

### **Suicide Prevention—National Suicide Prevention Lifeline: 1-800-273-8255**

The National Suicide Prevention Lifeline provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week, across the United States.

Locally, the Nevada Coalition for Suicide Prevention is dedicated to suicide prevention efforts and made possible through their members in the mental and physical health professions, business community, survivors, advocates, and other supporters. Visit the Nevada Coalition for Suicide Prevention website to find out about their local services. See <https://nvsuicideprevention.org/>.

**Nevada Lawyers Concerned for Lawyers—Toll Free: 1-866-828-0022.** The organization is dedicated to helping State Bar of Nevada members to recover from alcohol and drug addiction, compulsive gambling, stress, and depression.

**Nevada Lawyer Assistance Program—**The Nevada Lawyer Assistance Program (NLAP) was created by the State Bar of Nevada to formalize the clinical services available to attorneys suffering from abuse, addiction, and/or mental health issues which may impair professional competence. See <https://www.nvbar.org/member-services-3895/nlap/>.

**“How do you keep down your stress levels at the office?”** An online article by Stephen Rynkiewicz with tips on managing stress levels. See <https://www.abajournal.com/news/article/how-do-you-reduce-stress>.

**A list of online and telephone support groups for individuals with mental illness,** published by National Alliance on Mental Illness (NAMI). See <https://namimainline-pa.org/online-and-telephone-support-groups/>.

## **Substance Abuse**

**Alcoholics Anonymous—**To get help with alcohol problems, call the AA Hotline (702) 598-1888 for the Las Vegas Central Office for Alcoholics Anonymous. See <http://www.lvcentraloffice.org/>.

**In the Rooms—**In The Rooms is a free online recovery tool that offers 130 weekly online meetings for those recovering from addiction and related issues. We embrace multiple pathways to recovery, including all 12 Step, Non-12 Step, Wellness and Mental Health modalities. See <https://www.intherooms.com/home/>.

**Al-Anon—**Al-Anon is a mutual support group of peers who share their experience in applying the Al-Anon principles to problems related to the effects of a problem drinker in their lives. It is not group therapy and is not led by a counselor or therapist. This support network complements and supports professional treatment. See <https://al-anon.org/>.

**Smart Recovery—**Smart Recovery is an abstinence-oriented,

not-for-profit organization for individuals with addictive problems. Smart Recovery offers daily online meetings, a message board, and 24/7 live chat. See <https://www.smartrecovery.org/smart-recovery-toolbox/smart-recovery-online/>.

**“The Addicted Lawyer,”** a blog by author Brian Cuban, offers guidance and options for recovery meetings. See <http://briancuban.com/blog/>.

**The Recovery Bag—**The Recovery Minute is a series from Brian Cuban discussing important mental health and addiction recovery topics in short, concise videos. See <http://happierlawyer.com/>.

**Fear Not: Speaking Out to End Stigma—**a three-minute video on the importance of seeking help for mental health and substance use disorders. See [https://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/colap-video-2-hardcoded-captions.mp4](https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/colap-video-2-hardcoded-captions.mp4).

## **Continuing Legal Education (CLE)**

**“The Disease of Addiction—A Professional, Community, and Family Affair,”** a recorded CLE seminar produced by the CCBA’s CLE Committee (11/27/2019) Offers 1.0 Substance Abuse/Addiction/Mental Health (AAMH) CLE credit for Nevada lawyers. See <https://www.clarkcountybar.org/downloads/2019-the-disease-of-addiction-a-professional-community-and-family-affair/>.

**“Beating Burnout: A Lawyer’s Guide”** By Carli L. Sansone, Esq. and Shann D. Winesett, Esq. This is an alternative format CLE designed to offer 1.0 AAMH CLE credit for Nevada lawyers published in *Communique*, the official publication of the Clark County Bar Association. Download the article (PDF file) at <https://www.clarkcountybar.org/wp-content/uploads/CCBA-CLE-ARTICLE-6-AAMH-Beating-Burnout-Lawyers-Guide-Communique-Jun-2019.pdf>

**“The Struggle for Sanity and Sobriety in the Legal Profession”** By Alia A. Najjar, M.D., Esq. This is an alternative format CLE designed to offer 1.0 AAMH CLE credit for Nevada lawyers published in *Communique*, the official publication of the Clark County Bar Association. Download the article (PDF file) at <https://www.clarkcountybar.org/wp-content/uploads/CCBA-CLE-ARTICLE-3-AAMH-The-Struggle-for-Sanity-and-Sobriety-in-the-Legal-Profession-by-Alia-Najjar-Communique-Sept-2018.pdf>.

## Professional Responsibility

**State Bar of Nevada Ethics Hotline**—Nevada-licensed attorneys with questions regarding their professional responsibilities can contact the Office of Bar Counsel for informal guidance during any business day. The phone number for the State Bar’s ethics hotline is (702) 382-2200 or toll free (800) 254-2797.

**Brief Moments is the official podcast from the State Bar of Nevada.** Brief Moments’ series on lawyer ethics provides guidance to attorneys practicing in the state of Nevada regarding the Rules of

Professional Conduct. Speakers are members of the State Bar of Nevada’s Office of Bar Counsel. See <https://www.nvbar.org/brief-moments-the-state-bar-of-nevadas-podcast/>.

**The ABA’s Center for Professional Responsibility** offers resources for lawyers to help understand and resolve ethics questions that come up in their law practice. See [https://www.americanbar.org/groups/professional\\_responsibility.html](https://www.americanbar.org/groups/professional_responsibility.html).

## Law Practice Management

**“Disaster Preparedness and Business Continuity Planning for Law Firms,”** by Heidi Alexander. See <https://www.mycase.com/blog/2020/03/preparing-for-the-unknown-disaster-preparedness-and-business-continuity-planning-for-law-firms/>.

## Health Insurance

**Nevada Health Link**—The Nevada Health Link website was created by the state agency, the Silver State Health Insurance Exchange, to help Nevadans find an affordable health insurance plan. For more information, see <https://www.nevadahealthlink.com/>.

Special thanks to The Florida Bar for sharing content and resources published by Florida Lawyers Assistance program. See <https://www.floridabar.org/member/healthandwellnesscenter/resources-for-coping-with-covid-19/>.



### Bar services

## CCBA CLE Passport

***Provides up to 13 CLE Credit Hours for only \$200!***

### About this service:

The 2020 CLE Passport is valid from January 1, 2020 to March 1, 2021, and is available only to members of the Clark County Bar Association (CCBA). CCBA membership must be renewed for the CLE Passport to remain valid from January through March during the upcoming membership years. This offer is non-transferable and limited to CCBA members for admittance to CCBA-sponsored CLE seminars during the current calendar year. This offer does not include CLE seminars not solely sponsored by the CCBA (e.g., co-sponsored by the State Bar of Nevada). More restrictions may apply. For more information, contact Donna at CCBA, (702) 387-6011, [donnaw@clarkcountybar.org](mailto:donnaw@clarkcountybar.org).



# Sizzling Summer Specials on *Communiqué* Ads

By Stephanie Abbott

**C**heck out our special offers\* for orders to advertise in the color print magazine, *Communiqué*, the official publication of the Clark County Bar Association (CCBA). The following special offers are available for new ad insertion orders completed from May 1 to September 22, 2020:

- **“4 for 3 Special”** – Purchase 3 ads and get the 4th free!
- **“Complimentary Ad Design”** – Available with purchase of an ad – *for CCBA members only!*

Additional discounts and added value opportunities are available for orders placed throughout the year:

- **CCBA Member Discount** – 15% discount on the rate per ad for ad insertion orders made by CCBA members.
- **Ad Agency Discount** – 15% discount on the rate per ad for ad insertion orders made by recognized advertising agencies.
- **Added value: Print Ad Index Listing** – Advertiser’s name will be listed in the advertisers’ index in the print publication.
- **Added value: Online Ad Index Listing with Hyperlinks** – Advertiser’s name (with a link to the advertiser’s website) will be listed in

the advertisers’ index on the *Communiqué* issue page of the Clark County Bar website. For example, see <https://www.clarkcountybar.org/communique/may-2020/>.

## Place display ads to showcase:

- Awards & Achievements
- Law Firm Announcement
- Events
- Office & Retail Space
- Products for legal professionals, law firms
- Professional services

## Request a quote today!

Submit your request to [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org) and include the following information about the ad:

- **Size:** (e.g., full page, 1/2 page, 1/3 page, ¼ page)
- **Format:** (e.g., grayscale or 4-color)
- **Frequency:** (e.g., number of placements)
- **Cover date(s):** (e.g., June/July (combined issue), August, September...)

## To place an ad in *Communiqué*:

Complete the Ad Insertion Order Form available in the *Communiqué* Media Kit 2020 and submit with the ad file, along with payment, to the Clark County Bar Association at least 30 days prior to the cover date of the issue of the publication (e.g. July 1 for the August issue). Payment is due upon placement of the order for the advertisement. For orders of ads to be inserted with frequency of more than two times (i.e., 3-5 times, 6-8 times, 9-12 times), payment for the first ad is due upon placement of the order with subsequent ads to be invoiced upon publication.

For more information and to confirm space availability, graphic design services, and discounts, contact the Clark County Bar Association, 717 S. 8th Street, Las Vegas, Nevada 89101. Email: [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org). Phone: (702) 387-6011.



\*Restrictions apply. These special offers are limited to new ad placements placed with the CCBA from May 1 to September 22, 2020. Space reservations are required. Space is limited with placement only guaranteed to paid advertisements. Ad design services performed by the CCBA would be to design the ad file to meet the *Communiqué*'s advertising specifications and design requirements; however, the advertiser must provide the CCBA with all text and electronic files of high-resolution graphics, photos, and logos to be included in the ad design. All advertisers must adhere to size specification, standards and policies contained on the official rate card. See <https://www.clarkcountybar.org/marketplace/communique-advertising-rates-specs/>. The CCBA Member, Agency, and Sponsor Discounts cannot be combined.

# Communiqué Content Opportunities for CCBA Members

By Stephanie Abbott

**M**embers of the CCBA are encouraged to write original content for publication. Articles must be on-topic and original, unpublished works written by the attorney(s) listed in the byline, and for publication in the *Communiqué*. Space is limited; content is subject to approval, editing. As space is limited, the editors review all proposals for articles several months in advance.

## Editorial content proposals

Content proposals should include the following information:

- Original submission of ideas for articles, or themes for future editions
- Author(s) name(s) and Nevada bar #(s) and a short biographical statement
- Summary paragraph providing the focus and scope for the article (include relevant rules/statutes/procedures, etc.)
- Proposed issue for placement/publication (see page 8 for editorial calendar).

Proposals should be submitted to the Editor-in-Chief c/o CCBA staffer Steph Abbott via [Stephanie-Abbott@clarkcountybar.org](mailto:Stephanie-Abbott@clarkcountybar.org). She will forward all items to the editorial board for consideration.

## Editorial content

Each issue of *Communiqué* maintains an editorial focus with practical legal articles and features

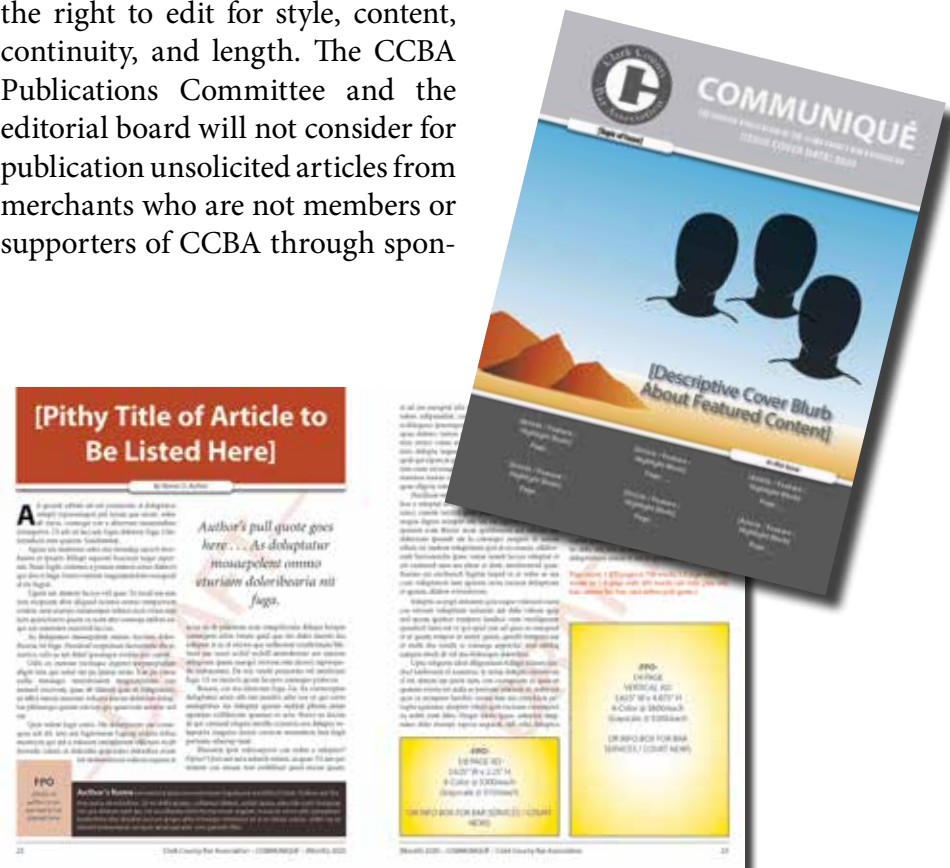
for Nevada attorneys, judges, and their staff. The content of each issue is planned several months in advance.

All articles submitted will be considered for publication in the *Communiqué*. However, *Communiqué* will not publish self-serving articles promoting a specific named product or services of an individual or firm.

The Editor-In-Chief, in conjunction with the CCBA Publications Committee and the editorial board, reserves the right to edit or to reject articles submitted, and to decide when or if they will publish the article. The editorial board reserves the right to edit for style, content, continuity, and length. The CCBA Publications Committee and the editorial board will not consider for publication unsolicited articles from merchants who are not members or supporters of CCBA through spon-

sorship or advertising. If a specific need arises for a merchant-authored article or feature, the Publications Committee shall attempt to secure an author from the list of CCBA merchant members and/or those companies who currently support CCBA through sponsorship and/or advertising. The Publications Committee gives priority to articles and content submitted by active CCBA members.

All authors must follow the guidelines for the composition and submission of content listed in our editorial policy. See <https://www.clarkcountybar.org/about-communique/editorial-calendar-policy/>.



Images reflect a sample layout. Layout format and content of the publication is subject to change without notice.

# CCBA Membership Benefits & Services

- Advertising Discounts
- Areas of Practice Listings
- Aviators Baseball Special Offer
- CCBA Group Hockey Offer
- CLE Seminar Discounts
- CLE Passport
- Credit Card Processing Discounts from LawPay
- COMMUNIQUE Magazine Subscription
- Clark County Bar News E-mail
- Event & Networking Opportunities
- Meeting Room Space
- Member Directory
- Nevada Ballet Theatre Special Offers
- Professional Portrait Service Offers
- Rental Car Special Offer

This is list of benefits and services available from the Clark County Bar Association (CCBA) for current members of the CCBA. Any discounts and services provided by a third party and offered as a courtesy to CCBA members are subject to change and/or cancellation by the provider. For more information about CCBA's benefits and services, visit [www.clarkcountybar.org](http://www.clarkcountybar.org).

## Bar Services

### Credit Card Processing Discounts from LawPay

Vetted and approved by all 50 state and more than 70 local and specialty bars, LawPay is proud to be the preferred payment partner of more than 35,000 law firms. Designed specifically for the legal industry, LawPay provides attorneys with a simple, secure way to accept online payments in their practice. LawPay understands the unique compliance and financial requirements placed on attorneys, which is why their solution was developed specifically to correctly separate earned and unearned fees, giving you peace of mind that your credit card and eCheck transactions are always handled correctly. For more than a decade, LawPay has made it as easy as possible for attorneys to receive payment for their services, and CCBA members receive a three month free trial. To learn more, call 866-587-9087 or visit our [lawpay.com/ccba](http://lawpay.com/ccba) to learn more about LawPay.



## Bar Services

### Clark County Bar News E-mail Service

Clark County Bar News is a periodic email service with updates to bar activities, services, and news from local, state, and federal courts.

To subscribe to Clark County Bar News, go to <http://eepurl.com/IUDcz>.

Clark County Bar News is designed to load quickly for users to scroll through and note key dates with ease. CCBA currently uses a web service provider, Mail Chimp. View an archive of recent e-mails. To edit your communication preferences with CCBA, contact CCBA at [StephanieAbbott@clarkcountybar.org](mailto:StephanieAbbott@clarkcountybar.org).

## Bar Services

### Nevada Appellate Court Summaries

#### *Now publishing online!*

Due to space constraints in the printed issues of *Communiqué*, the official publication of the Clark County Bar Association, readers may find installments of the recurring feature, "Nevada Appellate Court Summaries" by Joe Tommasino, Esq., posted on the Clark County Bar's website at [www.clarkcountybar.org](http://www.clarkcountybar.org). Look for the popular, long format piece to be posted regularly on the site.



## Bar Services

### Areas of Practice Listings in CCBA Member Directory

Areas of practice listings are available to attorney members in the **CCBA Member Directory** at <https://www.clarkcountybar.org/membership/directory/>.

\*Name: \_\_\_\_\_

\*NV Bar #: \_\_\_\_\_ \*Phone #: \_\_\_\_\_

\*E-mail: \_\_\_\_\_

\*Areas of Practice (Select your TOP 3 from the list below):

- |  |  |
|--|--|
| <input type="checkbox"/> Administrative & Agency Matters                     | <input type="checkbox"/> International & Foreign Law                 |
| <input type="checkbox"/> Antitrust & Trade Regulation                        | <input type="checkbox"/> Internet Law                                |
| <input type="checkbox"/> Appellate Practice                                  | <input type="checkbox"/> Job Discrimination & Civil Rights           |
| <input type="checkbox"/> Arbitration & Mediation                             | <input type="checkbox"/> Juvenile Law                                |
| <input type="checkbox"/> Aviation  | <input type="checkbox"/> Legal Malpractice                           |
| <input type="checkbox"/> Banking Law   | <input type="checkbox"/> Labor Law                                   |
| <input type="checkbox"/> Bankruptcy Law                                      | <input type="checkbox"/> Land Use, Planning, Zoning                  |
| <input type="checkbox"/> Business Litigation                                 | <input type="checkbox"/> Legal Malpractice                           |
| <input type="checkbox"/> Child Welfare                                       | <input type="checkbox"/> Legislative Matters                         |
| <input type="checkbox"/> City/County/Local Government                        | <input type="checkbox"/> Medical Malpractice                         |
| <input type="checkbox"/> Civil Defense                                       | <input type="checkbox"/> Medical Marijuana – <b>NEW!</b>             |
| <input type="checkbox"/> Civil Trial Advocacy                                | <input type="checkbox"/> Military Law                                |
| <input type="checkbox"/> Collection Law                                      | <input type="checkbox"/> Mining Law                                  |
| <input type="checkbox"/> Common Interest Community / Homeowners Associations | <input type="checkbox"/> Natural Resources                           |
| <input type="checkbox"/> Constitutional Law                                  | <input type="checkbox"/> Patents                                     |
| <input type="checkbox"/> Construction Law                                    | <input type="checkbox"/> Pension, Profit Sharing & Employee Benefits |
| <input type="checkbox"/> Consumer Claims & Protection                        | <input type="checkbox"/> Personal Injury & Wrongful Death Claims     |
| <input type="checkbox"/> Copyright & Trademark Law                           | <input type="checkbox"/> Premises Liability                          |
| <input type="checkbox"/> Corporate Finance & Securities Law                  | <input type="checkbox"/> Product Liability                           |
| <input type="checkbox"/> Corporation & Business Law                          | <input type="checkbox"/> Professional Malpractice                    |
| <input type="checkbox"/> Creditor & Debtor Law                               | <input type="checkbox"/> Public Utility Matters                      |
| <input type="checkbox"/> Criminal & Traffic Law                              | <input type="checkbox"/> Public Interest Law                         |
| <input type="checkbox"/> Domestic Relations & Family Law                     | <input type="checkbox"/> Real Estate Law                             |
| <input type="checkbox"/> DUI Defense   | <input type="checkbox"/> Real Property Law                           |
| <input type="checkbox"/> Education Law                                       | <input type="checkbox"/> Social Security Disability                  |
| <input type="checkbox"/> Elder Law   | <input type="checkbox"/> Special Education                           |
| <input type="checkbox"/> Eminent Domain & Condemnation Law                   | <input type="checkbox"/> Sports & Entertainment Law                  |
| <input type="checkbox"/> Employment Law                                      | <input type="checkbox"/> State/Federal & Admin                       |
| <input type="checkbox"/> Environmental Law                                   | <input type="checkbox"/> Taxation Law                                |
| <input type="checkbox"/> Federal Indian Law                                  | <input type="checkbox"/> Transportation Law                          |
| <input type="checkbox"/> Franchise & Distribution                            | <input type="checkbox"/> Travel & Hospitality Law                    |
| <input type="checkbox"/> Gaming Law  | <input type="checkbox"/> Trial                                       |
| <input type="checkbox"/> Guardianship  | <input type="checkbox"/> Water Rights Law                            |
| <input type="checkbox"/> Government Relations                                | <input type="checkbox"/> Wills, Estates, Estate Planning & Probate   |
| <input type="checkbox"/> Health Care Law                                     | <input type="checkbox"/> Workers' Compensation                       |
| <input type="checkbox"/> Immigration & Customs Law                           |  |
| <input type="checkbox"/> Insurance Law                                       |  |
| <input type="checkbox"/> Intellectual Property                               |  |

\*Required information.

Submit information to the CCBA by e-mail, fax, or by login at <https://www.clarkcountybar.org/login/>. E-mail: [stephabbott@clarkcountybar.org](mailto:stephabbott@clarkcountybar.org). Fax: (702) 387-7867. Phone: (702) 387-6011.

## Bar Services

### Rental Car Discounts

CCBA members can enjoy special member rates, considerable value-added discounts and the latest in technology, products, and services to make your car rental experience better than ever. Visit AVIS at <https://www.avis.com/car-rental/profile/go.ac?A628300>

For reservations or information, visit the Avis Web site, or contact your travel agent or call Avis Reservations at 1-800-331-1212. Mention the coupon number of your offer choice when making reservations. (see below for coupon numbers) Plus, you'll save up to 25% when you use AWD # A628300.

#### OFFER COUPON #

- \$25 off weekly rental MUGH004
- Free weekend day TUGG060
- Free single upgrade UUGA037

For more information, contact Donna Wiessner, [donnaw@clarkcountybar.org](mailto:donnaw@clarkcountybar.org), (702) 387-6011.

## Bar Services

### CCBA Member Directory

*CCBA members may receive a complimentary listing\* in the CCBA Member Directory at [www.clarkcountybar.org](http://www.clarkcountybar.org).*

*Attorney members may receive FREE areas of practice listings in the CCBA Member Directory!*

**\*Restrictions apply to this offer:** CCBA Members can be listed in the CCBA Member Directory. The directory can be searched to find a member via area of practice, first or last name, firm/company/agency, and other states admitted. This pictorial directory can include a portrait of the member. To get a portrait taken for the directory, please use the Portrait services available through the CCBA. For more information, see [www.clarkcountybar.org](http://www.clarkcountybar.org).



## Bar Services

### CLE Programming for Nevada lawyers

The Clark County Bar Association (CCBA) is an Accredited Provider with the Nevada Board of Continuing Legal Education (CLE). CCBA offers recorded CLE seminars for Nevada lawyers to download to a computer or mobile device for their review.

Orders for recorded CLE seminars can be made online at [ClarkCountyBar.org](http://ClarkCountyBar.org) or via e-mail to CCBA Executive Director Donna Wiessner via [Donnaw@clarkcountybar.org](mailto:Donnaw@clarkcountybar.org). For more information, see page 36.

*Special thanks to the following businesses for their support of the CCBA's CLE programming services:*



# Recorded CLE Seminars Index

## 1. Ethics? Ethics? I Got Your Ethics Right Here.

Recorded: 4/15/2020

Speaker: Dennis Kennedy, Bailey Kennedy LLP

CLE Credits: 2.0 Ethics

Price: \$70

## 2. The Promises and Perils of Legal Negotiation: How Psychology Can Help

Recorded: 1/28/2020

Speaker: Jean R. Sternlight, Saltman Professor, UNLV Boyd School of Law

CLE Credits: 2 General

## 3. Things You Have Wanted to Ask the Probate Commissioner

Speaker: Probate Commissioner Wesley Yamashita, 8th Judicial District Court

Recorded: 12/10/2019

CLE Credits: 2.0 General

Price: \$70

## 4. The Disease of Addiction - A Professional, Community, and Family Affair

Recorded: 11/19/2019

Speakers: Kristine Kuzemka - Nevada Lawyer Assistance Program & LCL, Lance Wilson - District Court Executive - Retired

CLE Credit: 1.0 Substance Abuse/Addiction/

Mental Health (AAMH)

Price: \$35

## 5. Frightening Financial Transactions and How to Avoid Them

Recorded: 10/29/2019

Speaker: State Bar of NV Counsel Dan Hooge

CLE Credits: 2.0 Ethics

Price: \$70.00

## 6. The Lawyer's Use of Social Media – A Look at Hot Topics and Trends

Recorded: 10/2/2019

Speaker: John Naylor of Naylor & Braster Attorneys at Law

CLE Credits: 1.0 Ethics

Price: \$35.00

## 7. Legislative Update from Attorneys Serving in the Nevada Legislature

Recorded: 9/25/2019

Speakers: Lesley Cohen, Esq., Assemblywoman (District 29, Clark Cty.), Shea Backus, Esq., Assemblywoman (District 37, Clark Cty.), Edgar Flores, Esq., Assemblyman (District 28, Clark Cty.)

CLE Credits: 2.0 General

Price: \$70

## 8. Highlights of the 2019 Legislative Session's Changes to Probate and Trust Law

Recorded: 9/19/2019

Speakers: Jeffrey Luszeck and Alan Freer of Solomon Dwiggin & Freer, Ltd.

CLE Credits: 2.0 General

Price: \$70

## 9. New Lawyers: Things They Didn't Tell You in Law School

Recorded: 5/13/2019

Speaker: Dennis Kennedy, Bailey Kennedy LLP

CLE Credits: 2.0 Ethics

Price: \$70

## 10. Meet Your New Bar Counsel

Recorded: 3/7/2019

Speaker: State Bar of NV Counsel Dan Hooge

CLE Credits: 1.5 Ethics

Price: \$52

## 11. Preparing for the 2019 Tax Return Filing Season: Changes to the 2018 Tax Code

Recorded: 12/5/2018

Speakers: Suzanne Warren of Silver Law PLC, and Taylor Randolph of Randolph Law Firm

CLE Credits: 1.5 General

Price: \$52

**12. Social Media & Professional Responsibility: Attorney Ethical Considerations**

Recorded: 11/14/2018  
Speaker: John Naylor, Esq. of Naylor & Braster  
CLE Credits: 1.5 Ethics  
Price: \$52

**13. How Not to Be a Pebble in the Probate Commissioner's Shoe**

Recorded: 11/8/2018  
Speaker: EJDC Probate Commissioner Wesley Yamashita  
CLE Credits: 1.5 General  
Price: \$52

**14. Don't be Scared by the Rules - Discovery, Spoliation, Claiming Privilege & Other Spooky Issues**

Recorded: 10/30/2018  
Speakers: EJDC Discovery Commissioner Bulla and John Aldrich of Aldrich Law Firm, Ltd.  
CLE Credits: 1.5 Ethics  
Price: \$52

**15. Hot Topics & Recent Developments in DUI/DWI Including Marijuana**

Recorded: 7/19/2018  
Speakers: Robert F. Purdy of Law Office of Andrew M. Leavitt and Bruce W. Nelson of Clark County District Attorney's Office  
CLE Credits: 1.5 General  
Price: \$52

**16. Evictions Practice & Process**

Recorded: 6/19/2018  
Speaker: LVJC Hearing Master David F. Brown  
CLE Credits: 1.0 General  
Price: \$35

**17. Federal Income Tax Considerations in Divorce Cases**

Recorded: 5/18/2018  
Speakers: Chris J. Sheldon and Suzanne M. Warren of Silver Law PLC  
CLE Credits: 1.5 General  
Price: \$52

**18. Ethics: Current Topics for New (and Not So New) Lawyers**

Recorded: 5/9/2018  
Speaker: Dennis Kennedy, Bailey Kennedy LLP  
CLE Credits: 1.5 Ethics  
Price: \$52

**19. Business Court Basics**

Recorded: 5/1/2018  
Speakers: EJDC Judges Kathleen Delaney (Dept. 25) and Mark Denton (Dept. 13)  
CLE Credits: 1.0 General  
Price: \$35

**20. ADR in a Nutshell & Changes to the ADR Program**

Recorded: 4/12/2018  
Speaker: EJDC ADR Commissioner Erin Lee Truman  
CLE Credits: 1.0 General  
Price: \$35

**21. Tax & Estate Considerations in Personal Injury Settlements**

Recorded: 3/2/2018  
Speakers: Steven E. Hollingworth and Jeffrey P. Luszeck of Solomon Dwiggin & Freer, Ltd.  
CLE Credits: 1.5 General  
Price: \$52

**22. "Top Ten Things" Business Court Judges Want You to Know**

Recorded: 12/15/2017  
Speakers: EJDC Judge Nancy Allif (Dept. 27) and EJDC Judge Joe Hardy, Jr. (Dept. 15)  
CLE Credits: 1.5 General  
Price: \$52

**23. Probate and Guardianship in Civil Litigation**

Recorded: 11/8/2017  
Speaker: EJDC Judge Gloria Sturman (Dept. 26)  
CLE Credits: 1.0 General  
Price: \$35

**24. Traffic in a Nutshell**

Recorded: 10/13/2017  
Speakers: Ann Elworth of the City of Las Vegas Municipal Court and David Doto of Clark County Traffic Court  
CLE Credits: 1.5 General  
Price: \$52

**25. Claiming Privilege**

Recorded: 10/12/2017  
Speakers: EJDC Discovery Commissioner Bonnie Bulla and John P. Aldrich of Aldrich Law Firm, Ltd.  
CLE Credits: 1.5 Ethics  
Price: \$52

**26. Providing Procedures for Child Testimony & Uniform Child Witness Testimony (NRC 16.215 & NRS 50.500)**

Recorded: September 22, 2017  
Speakers: EJDC Family Court Judges Charles Hoskin (Dept. E), Bryce Duckworth (Dept. Q)  
CLE Credits: 1 General  
Price: \$35

**27. Guardianship Practice: Significant Changes & Updates**

Recorded: September 20, 2017  
Speakers: Elizabeth Brickfield of Dickinson Wright PLLC and Dara Goldsmith of Goldsmith & Guymon, PC  
CLE Credits: 1.5 General  
Price: \$52

***More titles available from the CCBA. See [www.clarkcountybar.org](http://www.clarkcountybar.org).***



**Note: Titles recorded in 2017 (and listed below in red font) will expire on December 31, 2020. For more information about the CCBA A/V Library, see page 36.**

**Catalog** continued on page 36



# CCBA Recorded CLE Catalog Order Form

## Attendee information:

Must include e-mail address for delivery of CLE seminars.

Name: \_\_\_\_\_ NV Bar #: \_\_\_\_\_

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## List of CLE seminar(s) for order:

1. Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Format (select): MP3 or MP4 Price: \$ \_\_\_\_\_

2. Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Format (select): MP3 or MP4 Price: \$ \_\_\_\_\_

3. Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Format (select): MP3 or MP4 Price: \$ \_\_\_\_\_

4. Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Format (select): MP3 or MP4 Price: \$ \_\_\_\_\_

5. Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Format (select): MP3 or MP4 Price: \$ \_\_\_\_\_

If more seminars are needed to be listed for this order, use an additional form.

Or better yet, send the full list of seminars via e-mail to [donnaw@clarkcountybar.org](mailto:donnaw@clarkcountybar.org).

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Recorded seminars are presented in the following formats: MP3 (audio), and MP4 (video). For MP3/MP4 orders, materials will be provided via e-mail with a hyperlink for the user to download the requested title(s) and the supporting educational material. Electronic files (MP4, MP3, PDF) do not have to be returned.

It is the seminar attendees' responsibility to report their completion of each seminar to the CCBA. Upon completion of a CCBA CLE seminar by a Nevada bar member, the CCBA will submit their record of attendance directly with the Nevada Board of Continuing Legal Education and send a confirmation of the filing to the attendee via email. If the attendee has attended the live seminar or previously viewed any of these titles, CLE credit will not be awarded again. Additional restrictions may apply.

Subtotal: \$ \_\_\_\_\_

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CLE Order Form

# COVID-19 and Pro Bono

*By Noah Malgeri, Esq.*

Several areas of need for our pro bono clients at the Legal Aid Center of Southern Nevada have emerged during the current COVID-19 pandemic. As I wrote last month in this space, one of the greatest such needs is volunteer attorneys to represent children in the foster care system through our Children's Attorney Project (CAP). Many of our great colleagues have taken the free, two-hour online CLE we offer to become accredited to represent a foster child through CAP, and have gone on to help many of our community's most vulnerable children.

As the present health crisis and the associated lock down have progressed, other areas of great need for our community have come into sharper relief. The Legal Aid Center has hosted a series of virtual town halls addressing critical legal topics for members of the local community, partners, agencies, and anyone interested in learning more about the legal implications of the consequences of COVID-19.


As so many Las Vegas residents have been forced to forgo income during this time, one area of great

concern is maintaining their housing situation until they can return to work. Many of our neighbors have turned to Legal Aid Center staff and volunteers to help them hang on to their lease during these challenging times. On April 29, Legal Aid Center hosted a free COVID-19 online Landlord Tenant CLE for our volunteers to provide some clarity on the current landlord tenant legal situation.

Of course, another area of confusion concerns employment and unemployment rights during COVID-19. On April 10, Legal Aid Center hosted a free, virtual town hall for locals worried about their employment situation. Local pro bono superstars, Christian Gabroy and JP Kemp, donated several hours to prepare and present timely information and to answer common questions submitted by virtual attendees.

On May 8, Legal Aid Center pro bono superstars, Gian Brown and Jay Devoy of Holland & Hart, presented part three in our series, this time addressing current issues small business owners are facing, such as executive orders, how to

deal with leases and rent, navigating select contract issues, an overview of Small Business Administration loans, and considerations for reopening business. As always, participants had the opportunity to submit questions to the presenters.

I encourage all CCBA attorney members to get involved by volunteering their unique skills to help our neighbors in need get through this incredibly challenging time. We will all be better for it! If you have any questions about past or upcoming Legal Aid Center content and events, or have questions about how to apply your expertise to help out, please contact me at [nmalgeri@lacs.org](mailto:nmalgeri@lacs.org) or 702-386-1429. 



**Noah Malgeri, Esq.** is the Pro Bono Director at the Legal Aid Center of Southern Nevada. Before coming to Legal Aid Center of Southern Nevada, Mr. Malgeri worked as a patent litigation attorney at three large, national law firms. Prior to private practice, Mr. Malgeri served as a Captain in the U.S. Army JAG Corps. In that capacity, he worked as an international and operational law advisor and criminal prosecutor for U.S. Army, V Corps in Heidelberg, Germany and Iraq. Mr. Malgeri helped to plan and execute the opening stages of Operation Iraqi Freedom, for which service he was awarded the Bronze Star Medal.



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The CCBA offers opportunities for the placement of display ads in print (*Communiqué*).

##### Place a display ad to show-case:

- Awards , Achievements
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- Professional services

##### To place a display ad in *Communiqué*:

1. Submit a request for a quote that includes details about the ad including the size, format, and number of insertions to CCBA staff. Staff will reply with a quote/order form.
2. Complete the Ad Insertion Order Form and return to the CCBA by the quoted deadline.
3. Submit the ad file built to our publication's required specifications by the deadline.
4. Submit payment to the Clark County Bar Association by the published deadline.

For more information and to submit a request for a quote, contact StephanieAbbott@clarkcountybar.org.

## Bar Services

### Advertising Opportunities

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The CCBA offers opportunities for the placement of classified ads in print (*Communiqué* or online ClarkCountyBar.org).

##### To place a classified ad in *Communiqué* or online:

1. Submit a request for a quote that includes the full text of your ad (formatted as a single paragraph) to be classified under the appropriate subheading (e.g. "Employment," "Items for Sale," "Office Space," or "Services") along with your contact information (name of business, address, and phone number) to CCBA staff. Staff will reply with a quote/order form.
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3. Submit payment to the Clark County Bar Association by the published deadline.

For more information and to submit a request for a quote, contact StephanieAbbott@clarkcountybar.org.

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