



May 2009

Southeast Texas Association of Paralegals

Lex Amicus

A bi-monthly publication of the Southeast Texas Association of Paralegals, Inc., (SETAP), an affiliate of the National Association of Legal Assistants, Inc. (NALA).
P.O. Box 813, Beaumont, TX, 77704
Web Address: www.setap.org

MISSION STATEMENT

The Southeast Texas Association of Paralegals, Inc., is a nonprofit organization of paralegals committed to establishing good fellowship among association members and members of the legal community, encouraging a high order of ethical and professional attainment, and furthering education among member of the profession.

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President's Message

Our Spring seminar was a great success. The speakers were fantastic and our vendors went above and beyond as they always do. We are lucky to have such generous and talented people to work with.

As this term comes to an end (June 30th) and the new Board takes over, please remember to volunteer to help in some way. There are many committees and we can

always use volunteers. You don't have to commit to big tasks. There are plenty of small tasks that are required to keep this organization moving forward.

Please remember to mark your calendar for April 9, 2010. That will be the date of the SETAP Spring seminar which will be held in conjunction with the TAPA Conference. You will be hearing a lot about the TAPA Conference. Please watch for the upcoming fundraisers that are planned to help SETAP raise funds to underwrite the cost of the conference.

I look forward to seeing everyone at the May business meeting! Please make every effort to attend as we will be electing new officers and must have a quorum in order to conduct business.

Sheila Milbrandt
SETAP President 2008-2009

SETAP 2008-2009 VOTING BOARD

MEMBERS

Sheila Milbrandt	President
Angie Laird	President-Elect
Cheryl Bryan	PD Liaison
Melissa LeJeune	1 st Vice President
Jane Barron	2 nd Vice President
Marissa Paltz	Secretary
Rene Crum	Treasurer
Cheryl Bryan	NALA Liaison
Kim Stephens	Parliamentarian
Jill Hoffman	Executive Advisor

SETAP 2008-2009 STANDING COMMITTEE CHAIR

PERSONS

Jane Barron	Nominations & Elections
Melissa LeJeune	Membership Development
Needs to be Filled	Public Relations (Special Projects)
Needs to be Filled	Audit
Jane Barron	Programs/Speaker Meetings
Sheila Milbrandt	Job Bank
Kim Stephens	Newsletter
Melissa LeJeune	Teen Court

INSUFFICIENT FUNDS POLICY

If collection efforts are unsuccessful for thirty (30) days, and the check is non-dues related, research whether the check may be turned over to the appropriate county district attorney and take steps to submit it.

If collection efforts are unsuccessful for thirty (30) days, and the check is dues related, draft a letter to the Membership Chair for the President's signature requesting member be removed from the membership roles and write member explaining that dues amount plus \$25.00 returned check charge must be sent to the Treasurer in order to reinstate membership.

"Choose a job you love, and you will never have to work a day in your life." Confucius (551-479 BC)



USEFUL LINKS

www.itools.com

www.caloriescount.org

www.healthiNation.com

www.setinfo.org

Teen Court



Teen Court is held on Tuesday evenings from 5:15p.m. to 7:30p.m. at the Beaumont Municipal Court. I have provided you with the 2008-2009 schedule for those who would like to participate in this worthwhile experience.

2009:

May 12- Appreciation Reception

If anyone would like more information please do not hesitate to contact Melissa LeJeune at 839-4545 or melissa@pwn-mediate.com.



REMINDERS:

MARK YOUR CALENDARS: May 15, 2009 Business Meeting
Ballots with the names of the candidates will be presented to the active membership for a vote. The active membership will vote for each office separately and the results of the votes for each office will be announced immediately prior to the active membership voting for the next office.

PLEASE VISIT THE CALENDAR PAGE AT WWW.SETAP.ORG FOR UPCOMING SETAP EVENTS.



“Special thanks to Perry W. Neichoy for his continued support of SETAP”

Perry W. Neichoy, P.C.
LAWYER – Mediator
(409) 839-4545 * Fax (409) 832-1378; www.pwn-mediate.com

Locations

Beaumont
Century Tower
550 Fannin Street, Suite 111
Beaumont, Texas 77701

Houston
5 Houston Center
1401 McKinney, Suite 2250
Houston, Texas 777010

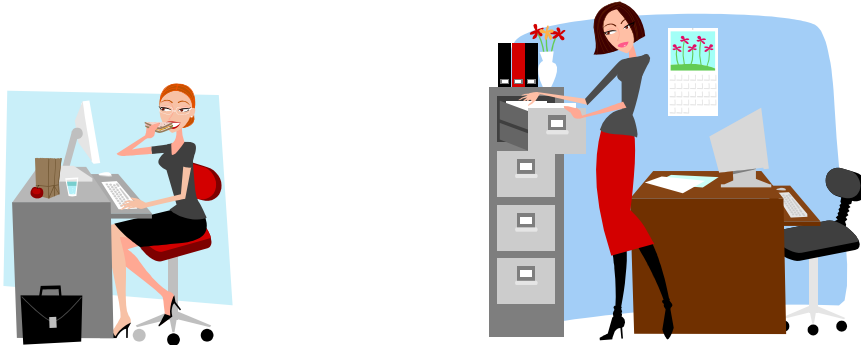
*****Please see Mr. Neichoy’s resume attached at the end of the Lex Amicus*****

"My Mommy is a Paralegal" - New Book for the Kids

The question of what is a paralegal has been around since the career started. Explaining it to an adult is one thing, but try explaining it to a child who has never seen a court room, judge or even an office building. What does mommy do all day long, anyway? The concept can be hard to grasp for a small child.

The book is for 3-8 year old children of paralegals. "My Mommy is a Paralegal" has delightful illustrations by Jessica Maturo. Written by Loni Morganelli, the book explains in charming pictures and words, a day-in-the-life of a paralegal from the child's point of view.

For those who are dads, hang on....we're coming up with one for you too. And, we've also published "My Mommy is a Lawyer" because we didn't want anyone to feel left out. The softcover book is 24 pages long. It's available at www.knowparalegal.com.



JOB BANK

The Southeast Texas Association of Paralegals (SETAP) operates a Job Bank and needs resumes! Local employers have utilized this service for many years as a means of searching for qualified employees. If you know anyone looking for a position as a paralegal or legal secretary, please encourage him or her to submit their resume to SETAP's Job Bank by contacting:

Sheila Milbrandt
Germer Gertz, LLP
P. O. Box 4915
Beaumont, TX 77704
(409) 654-6725
(409) 835-2115
sheilal@germer.com

The fee is \$10.00 for non-SETAP members and \$5.00 for SETAP members. All checks must be made payable to SETAP.



**HAVE YOU MOVED?
CHANGED JOBS?
NEW E-MAIL?**

**IF SO, PLEASE CONTACT MELISSA LEJEUNE AT
MELISSA@PWN-MEDIATE.COM SO SHE CAN UPDATE YOUR
INFORMATION ON THE ROSTER.**

Active Member.....45
Associate Members..... 4
Sustaining Members.....0
Student Members.....1

HAPPY BIRTHDAY!!!

May 5	Marla Mitchell	July 9	Jill Peloquin
May 11	Michelle Simon	July 14	Mona Doyle
May 30	Becky Menard	July 24	Jackie Chavez
June 11	Zandra Darmas		
	Charlene Wheeler		
June 17	Julie Threlkeld		
June 18	Melanie Lindsey		
June 22	Donna Abshere		
	Kimberly Stephens		
June 29	Lorilyn Huckaby		

"Age is an issue of mind over matter. If you don't mind, it doesn't matter." Mark Twain (1935-1910)



Fascinating Facts about the Supreme Court

When the first session of the Court convened in 1790, the tradition of the justices wearing wigs still lingered. Justice William Cushing was the only justice to arrive at the court wearing the white wig he had worn on the Massachusetts bench. The ribbing he took from boys outside the court apparently turned the tide against the headgear, and he took the advice of Thomas Jefferson: "For heaven's sake, discard the monstrous wig which makes the English judges look like rats peeping through bunches of oakum."



In 1789, the Chief Justice's salary was \$4,000, while associate justices made \$3,500. By 1997, the Chief Justice's salary had risen to \$171,500, and associate justices received \$164,100.



The tradition of the "conference handshake" began with Chief Justice Melville W. Fuller in the late 1800s. Before they take their seats at the bench, each justice shakes hands with the others. Chief Justice Fuller cited the practice as a way to remind justices that, although they may have differences of opinion, they share a common purpose.



The longest serving justice was William O. Douglas, who retired in November, 1975, after 36 years and six months on the bench. John Rutledge had the briefest Court tenure. He was appointed Chief Justice and served for four months, at which point the Senate rejected his nomination.



Samuel Chase was the only Supreme Court justice to be impeached. The politically motivated charges failed in the Senate, however, in 1805.



A Supreme Court term begins on the first Monday in October, and runs through late June or early July. The term is divided between "sittings" for the hearing of cases and delivering of opinions, and intervening "recesses" for the consideration of the business before the Court and writing of opinions. Sittings and recesses alternate every two weeks or so.



George Washington appointed the most Supreme Court justices (11). Only Franklin D. Roosevelt came close with 9 appointments.



Chief Justice Salmon P. Chase was the only justice to appear on U.S. Currency. He was on the \$10,000 bill, which is no longer printed.



William H. Taft was the only president to also serve as a Supreme Court justice.



Justice Byron ("Whizzer") White is the only justice to be a member of the football Hall of Fame.



The youngest Supreme Court appointee was Joseph Story (32). The oldest sitting justice was Oliver Wendell Holmes, who served until he was 90.



Jimmy Carter is the only president to serve a full term without nominating a Supreme Court Justice.



Of all one-term presidents, Taft appointed the most Supreme Court justices (6).



The Supreme Court initially had only six judges in comparison with nine today.

<http://www.constitutionfacts.com/index.cfm?section=supremeCourt&page=fascinatingFacts.cfm>

**SOUTHEAST TEXAS ASSOCIATION OF PARALEGALS
MONTHLY TREASURER'S REPORT
AS OF MARCH 30, 2009**

BEGINNING BALANCE – 3/1/09: **\$ 9,559.66**

RECEIPTS:

DISBURSEMENTS:

Juxtapose – March Web Hosting	27.06
TALA – TAPA Conf. Registration	25.00
Jane Barron – '08 Paralegal of Year Plaque	74.70
Hernandez Office Supply – seminar binders	91.47
Juxtapose – October Web Hosting	27.06
Angie Laird – reim. flowers for Cheryl	50.34

295.63

ENDING BALANCE – 3/31/09: **\$ 9,264.03**

Respectfully Submitted,

Rene' Crum

Treasurer

National Association of Legal Assistants * Paralegals

Quality Time
 Sometimes the best way to spend time is to invest it in yourself.



Advanced
 PARALEGAL CERTIFICATION



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- Human Resources Institute
- Branding
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- New Media and the Guilds
- Love, Divorce, and Paralegals
- Preparing for Temporary Orders
- The Military Family
- Immigration: A-to-Zs of H-1Bs
- Asbestos Litigation
- Navigating the Environmental Maze
- Inadvertently Disclosed Privileged Documents

Member Exchange Presentations

- International Transactions
 - Catherine R. Durgin, ACP
 - Mary L. Theroux, ACP
- Social Networking: Not Just for Kids
 - Vicki Voisin, ACP

Affiliates Exchange

- Increasing Your Association's Visibility in Your Community
 - San Diego Paralegal Association
- How to Organize a Successful and Profitable Seminar with Emphasis on Review for the CLA/CP Exam
 - Tennessee Paralegal Association

Details at www.nala.org (*Register Online*)

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TEXAS ADVANCED PARALEGAL SEMINAR

*A Three Day Multi-Track CLE Seminar sponsored
by the Paralegal Division, State Bar of Texas*

**Chart Your Course-
Sharpen Your Mind-
TAPS CLE 2009!**

OCTOBER 14-16, 2009
South Shore Harbour
League City, TX
(South of Houston)

**JOIN US FOR
THREE DAYS OF
CLE,
NETWORKING AND
ENTERTAINMENT!**



- ▶ Network with paralegals across the State
- ▶ Earn up to 14 CLE Hours
- ▶ Career Advancement through education
- ▶ Professional development opportunities
- ▶ Visit the Exhibit Hall
- ▶ Wednesday Welcome Social, Thursday Networking Social, and Friday luncheon

PRICING OPTIONS

Full registration price includes three days of CLE, speaker materials and the Friday attendees' luncheon (socials at additional price). As an attendee you can attend any session during the three days of the seminar. Pick and choose the classes YOU want to attend.

One-day registration price includes one day of CLE and seminar materials (socials and luncheon at additional price). As a one-day attendee, you can attend any session during the day you register to attend TAPS. Pick and choose the classes you want to attend.

HOTEL RESERVATIONS

A block of rooms has been reserved at the South Shore Harbour Resort Hotel. Hotel reservation deadline is **September 23, 2009**. All guest rooms at a rate of \$120.00 single/double. Booking information will be announced in April 2009.

REGISTER EARLY AND SAVE!

Early registration deadline is TO BE ANNOUNCED. Register via website online beginning June 1, 2009.

FULL 3-DAY REGISTRATION INCLUDES:

- Admission to all CLE
- Seminar materials
- Admission to the Exhibit Hall
- Complimentary Continental Breakfast each day
- Complimentary ticket to Friday luncheon/CLE Event
- Option to purchase social tickets

SCHOLARSHIPS AVAILABLE!

Scholarships are available to attend TAPS if you need financial assistance. Please visit the website at www.txpd.org and choose CLE/Events, then select TAPS 2009.

For information regarding TAPS visit the website in March 2009 for additional information:

www.txpd.org
(Seminar details will be available
online June 2009)





Texas Board of Legal Specialization

The Texas Certification Program for Paralegals was created in 1993 when the Supreme Court of Texas issued an order amending the Texas Plan for Recognition and Regulation in the Law to include the administration of the Paralegal Specialty Certification program.

The Supreme Court of Texas authorized the Texas Board of Legal Specialization (TBLS) to administer a certification program for Texas Paralegals which is patterned after the Texas attorneys' certification program. The purpose and objective of Paralegal certification is to recognize and promote the availability, quality, and utilization of Paralegals who work under the supervision of a duly licensed attorney, achieve a level of special knowledge in particular fields of law, and further, to assist attorneys in their dedication to serving the public interest and advancing the standards of the legal profession.

The TBLS goal is to promote a professional recognition and advancement for Texas Paralegals. Upon meeting the following requirements and successful completion of the examination, the Paralegal will receive a designation that recognizes their level of special knowledge in one of the following specialty areas: Civil Trial Law, Criminal Law, Estate Planning and Probate Law, Family Law, Personal Injury Trial Law, and Real Estate Law.

Required Professional and Educational Experience.

- A minimum of 5 years of actual experience as a paralegal by December 31 in the year of application.
- Actual Texas experience in the particular specialty area during each year of the 3 years immediately preceding application.
- Meet at least one of the following by the application filing deadline:
 - Successful completion of the NALA (National Association of Legal Assistants) Certification examination; or
 - A baccalaureate or higher degree in any field; or
 - An ABA approved program of education and training for paralegals; or
 - A paralegal program that consists of a minimum of 60 semester credit hours (or equivalent quarter hours) of which at least 18 such credit hours are in substantive legal courses; or
 - A paralegal program that consists of at least 18 semester credit hours of substantive legal courses, plus at least 45 semester credit hours (or equivalent quarter hours) of general college curriculum courses; or
 - Four (4) additional years of actual experience working as a paralegal under the direct supervision of a duly licensed attorney, for a total of 9 years of actual experience by December 31 in the year of application.

Peer Review

Contact by TBLS of applicant's supervising attorneys and other non-attorney professionals to attest to the applicant's competence as a paralegal in the specialty area.

Continuing Legal Education

Complete 30 hours of CLE in the specialty area within the 3 years immediately preceding application through December 31st in the year application is submitted

Substantial Involvement

Devote a minimum of 50% of paralegal duties to the specialty area during each year of the 3 years immediately preceding application and submit information demonstrating substantial involvement in the specialty area, evidencing that the applicant has acquired experience and expertise in the specialty field by showing a level of utilization necessary to justify the representation of special competence.

To view the Paralegal Certification Process and request the 2009 Application for Certification, visit www.tbls.org and click on "Get Certified". For additional questions contact Molly Galvez at mgalvez@texasbar.com or by telephone at: 1-800-204-2222 x1454 or 512-453-7266 x102.

TEXAS CERTIFIED PARALEGALS

Field	#Certified
Family Law	104
Personal Injury Trial Law	90
Civil Trial Law	79
Criminal Law	10
Real Estate Law	18
Estate Planning & Probate Law	15
Total Active Paralegal Certificates	316
Total Active Individual Paralegal Certificates	292

Congratulations!!!!

Paralegals as Mediators

by Sami K. Hartsfield

Mediation is defined as "a method of nonbinding dispute resolution involving a neutral third party who tries to help the disputing parties reach a mutually agreeable solution," *Black's Law Dictionary* 1003 (8th ed. 2004). As juxtaposed to an arbitrator, whose decision is usually binding on the parties, the mediator is "a neutral person who tries to help disputing parties reach an agreement," *Id.* Because a mediator can be a non-attorney,¹ this is one area that paralegals may consider for further professional or pro bono vocation. A quick Google² search turns up a plethora of informational resources; but sometimes the best way to get to the heart of the matter is to speak to someone who has already mastered the experience. For that, I turned to Mary Beth Jones, a volunteer paralegal mediator who has mediated cases through the Jefferson County Dispute Resolution Center (hereinafter "DRC") since 1996, and asked her to share her experiences with us.

Mary Beth Jones has been a practicing paralegal since 1983, and is employed by the law firm of Jenkins & Martins, LLP. After completing the Paralegal Certificate Program at Lamar University in the spring of 1984, Mary Beth achieved the designation of CLA in January 1985. She received a Bachelor of applied Arts & Sciences in 2008 from Lamar University. In addition to mediating, she currently serves on the Ethics Review Committee, and is a member of the Speaker Bureau and Training Team of the Jefferson County DRC. Mary Beth is also an active member and volunteer of the Division.

Mary Beth explains that mediation is a process in which trained neutrals, such as herself in this case, work with parties involved in a dispute. Ideally, this is done to help them work through their issues and reach a mutually agreeable resolution. She believes the process is very satisfying

to those who participate, even though they may not get everything they want, or even any of the things they actually want. What they do all receive, however, is an opportunity to sit down in a non-adversarial setting and, with the help of trained mediators, participate in a meaningful dialogue regarding the situation at hand.² Says Mary Beth, "Because those at the table help to work out the solution, they feel a sense of ownership and satisfaction with the outcome."

So how can we become involved with this process? Mary Beth explained that she's been a paralegal for the same attorneys for 25 years, although the firm has undergone some changes over the years. Her work experience has been mostly in the area of various types of toxic tort cases, and she became familiar with the concept of mediation in that capacity. She appreciated the concept and saw it could work well. After her children left for college, she realized she had a little time available and, wanting to use it constructively, considered pro bono work. Perhaps serendipitously, she saw an interview with the Executive Director of the Jefferson County DRC, Cindy Bloodsworth, discussing an upcoming training session, as well as providing particulars about the application process. Mary Beth had received her sign. She applied to her local DRC, and was chosen for a 1996 training session.

How does one become involved with a local DRC? The first step is to find one's local DRC. One can find a comprehensive list at the ADR Section of the State Bar of Texas web-site,³ located at <http://www.texasadr.org/links.html>. In addition to completing an initial application at the Jefferson County DRC, Mary Beth was required to write a short essay explaining why she wanted to become a mediator. While the requirements may

differ for different DRCs and/or locales, typically at least two letters of reference are obligatory, as well as a personal interview. Upon completion of these steps, the selection is made from the applicants based on the Center's needs at the time. Generally, Jefferson County has a training class consisting of approximately 25 mediators every two years for basic 40-hour training.

Mary Beth explains that mediators are statutorily required to have 40-hour basic training, and an additional 24 hours of family training for cases involving familial issues. The Jefferson County DRC requires a further five hours of training for victim-offender cases, and another five hours of training for court-annexed cases. Finally, an annual continuing education requirement of 10 hours per year is assessed.⁴

The Jefferson County DRC also maintains an Ethics Review Committee and a Peer Review Committee. The members of each are elected by their mediator peers. This is yet another option for paralegal mediators, as Mary Beth has been honored to serve several terms on the Ethics Review Committee. She states it's imperative to the Jefferson County DRC mediators that the high quality of their services remains faithful to its intended purpose.

So what does the paralegal mediator actually do? Mediators perform mediations, of course, but in addition to that, the Jefferson County DRC has an active Speakers Bureau, of which Mary Beth is also a member. When the need arises, members of the Speakers Bureau address various civic groups to provide information about mediation specifically, and about the DRC generally. One of the biggest challenges facing DRCs is getting the word out to residents that the DRCs are available to help. In that regard, members of the Speakers Bureau often man booths at various functions to distribute literature and speak to local residents, or at college classes, as well as many other functions. One of Jefferson County's local television stations partners with the DRC once a year, allowing them to man a telephone bank at the station. This is a huge public service that is always well received by the community. Moreover, Mary Beth participates in the DRC training program as well by assisting in the training of new mediators.

The mediation process actually begins well before anyone gets to the table. Typically, interested parties initiate contact with a DRC and speak with a case manager, who subsequently notifies all parties involved of the time and place for a scheduled mediation. The mediators are provided with the paperwork requesting the mediation, along with a brief description of the type of case to be mediated. Once the parties arrive, they are shown to the area where the mediation will take place (in Jefferson County, it is often in one of the courtrooms), so the process can begin.

Mary Beth's usual procedure is to begin the session with a brief opening statement explaining the process and outlining how the negotiations will work. Mediators typically introduce themselves, welcome the parties, and let them know that their attendance is appreciated. Mediators characteristically assure the parties that they look forward to working with the parties in order to resolve the dispute that exists between them.

It is further stressed that mediation is an informal meeting, and everyone is encouraged to speak openly and freely. The proceeding is private and absolutely confidential, thus the mediators can confidently assure the parties that what happens in mediation will not be disclosed, nor can it be used against the parties in court⁶ by the mediators (other than to report whether an agreement was reached, or to report that, when ordered by the Court, the parties reported as scheduled).

Says Mary Beth:

Since many who come to mediation are not familiar with the process, we explain our role as trained neutrals, advising them that we are not attorneys (or for those who are – that we are not functioning as an attorney for this process), nor judges, and we will not make decisions for them. Our role is to help *them* clarify the issues that exist between or amongst them, and to explore options that might settle the matter for them.

Their role in the process is to tell

their side of the story, and to state how they would like to see the matter resolved. The mediators tell the parties that while we must know some of the past history, the reason we are at the mediation is to focus on the future – what can be done from this point forward to resolve the matter for them.

Once the parties reach an agreement (hopefully), the mediators will put it in writing, which all parties can then read and sign.

For Mary Beth, the amount of hours she has worked in mediation varies. She states she has been recognized for volunteering for 100+ hours per year in the past. In recent years, with her school commitments, she had to limit her mediations to about once a month, for a two- to three-hour period. Now that she has finished school, however, she may increase the number of times she mediates per month. One consideration for other paralegals interested in this area is the versatility, not to mention the utility.

Mary Beth swears by the mediation process. She feels gratified knowing people have come to a resolution of their own problems, and she can literally see the peace that it provides to them. What is the future for mediations? As far as trends go, Mary Beth is seeing an increase in family cases, as well as court-annexed and victim-offender cases. As stated earlier, one of the biggest challenges is making citizens aware of the services that DRCs provide. Regardless, she believes there are many opportunities for paralegals in the mediation field. It is different from what many of us are used to seeing in litigation in that it's not an adversarial practice. It is believed that we will continue to see the use of mediation as a method of alternative dispute resolution rise in the future, particularly in family matters, which often can be further aggrieved by the adversarial nature encountered in courts.

For Mary Beth, she believes that paralegal training will help in a mediation practice by giving a mediator a well-rounded view of many different types of situations

and, she avers, by helping the paralegal to relate to the parties that come to the mediation table.

If you think you might be interested in becoming a mediator, or feel that you might be temperamentally suited for it, Mary Beth enthusiastically suggests investigating that feeling. Many counties in Texas now have DRCs. Go online, check out your local bar association, or call your local DRC about the opportunities that may exist for you.

Says Mary Beth, "For me, it was one of the best decisions I have ever made."

Sami K. Hartsfield ACP is a paralegal with the Law Office Of Jennifer Black in Houston

NOTES

¹ Chapter 154 of the Texas Civil Practice and Remedies Code deals with "Alternative Dispute Resolution Procedures," and mediator qualifications are listed in 6154.052: QUALIFICATIONS OF IMPARTIAL THIRD PARTY (located on the web at <http://do2.tlc.state.tx.us/statutes/cp.toc.htm>).

² In 1987, the Texas Legislature enacted the Texas Alternative Dispute Resolution Procedures Act, TEX. CIV. PRAC. & REM. CODE ANN. 154.001-.073. One of the major accomplishments of this legislation was the assurance of confidentiality, coupled with the non-adversarial nature of the negotiations, so as to facilitate a constructive agreement between parties.

³ Paralegals are welcome to join the ADR Section of the State Bar of Texas. For an online application, see http://www.texasadr.org/join_us.html.

⁴ For paralegals interested in mediation training, one option is taking the course at Texas Women's University, with campuses located in Denton, Dallas, and Houston, though classes are typically held at the Denton location. Information can be found on the Web at <http://www.twu.edu/ce/Mediation-Courses.asp>. Another option, as illustrated by Mary Beth Jones, is to apply for a training class at a local DRC. For a list of ADR centers currently operating in Texas, and for other ADR resources, please see the Alternative Dispute Resolution Section of the State Bar of Texas at <http://www.texasadr.org/links.html>. Interested candidates can also check with their local bar associations for other course options.

⁵ There is a plethora of web-sites with respect to mediation available, chief among them are the Texas Association of Mediators at www.tcmediator.org and the Alternative Dispute Resolution Section of the State Bar of Texas at <http://www.texasadr.org/index.html>.

⁶ See The 1987 Texas ADR Act listed in Note 2.

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SAVE THE DATE!



**2010 TAPA CONFERENCE
APRIL 9-10, 2010**

BEAUMONT 

T • E • X • A • S

Optional CLE will be available

Laissez les bon temps rouler!
(Let the good times roll!)




Hosted by:

Southeast Texas Association of Paralegals

www.setap.org



May 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14 Board Meeting	15 Annual Business Meeting/Election of Officers	16
17	18	19	20	21	22	23
24	25 Memorial Day 	26	27	28	29	30
31						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<h1>June 2009</h1>						
	1	2	3	4	5	6
7	8	9	10	11 Board Meeting	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30 NALA Quarterly Report Due				