

THE GBA NEWS DOCKET

VOLUME 73, NUMBER 5; JANUARY 2024



Gerald L. Walden, Jr.
*President of the
Greensboro Bar
Association*

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Message from the President

Hello GBA Members!

I trust that the holiday season brought joy, rejuvenation, and cherished moments spent with loved ones. As we now embark upon a new year, I am excited about what promises to be an inspiring and eventful second half of our 2023 -2024 bar year.

The upcoming months contain significant events that resonate deeply with one of the goals I seek to achieve during my presidency – to expand upon our shared values of diversity, equity and inclusivity as an association. For example:

- **January 2024:** We eagerly anticipate commemorating the legacy of Martin Luther King Jr. through a Day of Service event in which the GBA will provide free legal services to the community (see additional details in this newsletter).
- **February 2024:** We proudly embrace Black History Month by offering our members an opportunity to tour the International Civil Rights Center and Museum ("ICRCM") immediately before our February Member Meeting, which will be held at the ICRCM as well. At that meeting, we will also announce the inaugural recipient of the Outstanding Young Lawyer Award – an award that will recognize the contributions of a young lawyer to our esteemed association and the legal profession.
- **March 2024:** Women's History Month will offer us a chance at our March Member Meeting to honor the indelible mark women have made in our legal profession and society at large through the remarks of several motivational women from the judiciary.
- **April 2024:** Our last Member Meeting of this bar year will consist of an interactive presentation from a local consulting firm specializing in diversity, equity and inclusion.

Together, let us seize these upcoming events as moments of growth, reflection and unity. Your active participation and engagement will undoubtedly enrich our collective experience and the profession; therefore, I encourage you to mark your calendars to attend these events and many others that will be announced in the upcoming months.

Thank you for your unwavering support and dedication to the GBA. I eagerly anticipate our shared journey in 2024.

All the best,

Gerald L. Walden, Jr.

GBA President, 2023-2024

You can contribute news or topics
of interest to the GBA by contacting
Editor Jonathan M. Parisi:
jparisi@spanglerestateplanning.com

JANUARY CALENDAR NOTES

- January 10 GBA Board Meeting,
4:00 PM, Self Help Building
- January 15 MLK Day Ask-A-Lawyer,
11:00 AM to 6:00 PM, Greensboro
Chamber of Commerce
[Register Online](#)
- January 17 YLS Board Meeting,
12:00 PM, CR Legal Team Office
- January 18 Member Lunch,
12:30 PM, Greensboro Country Club
[Register Online](#)
- January 20 Submission Deadline
for February Newsletter
- January 24 Lunch & Learn CLE, 12:30 PM
[CLE Online Registration](#)
- January 31 Herb Falk Society Report Due

[Click to keep up with GBA Events Online](#)

[Click Here for Legal Community Events](#)

Connect with us!



[GBA Young Lawyers Section](#)

[Greensboro Bar Association](#)

OFFICE SPACE FOR RENT

Office space for rent right across the street
from Federal Court and a 3-minute
walk to State Court.

Call Robert O'Hale at **336-508-8920**.

INVITATION TO SPONSOR GBA FUNDRAISER FOR LEGAL AID

The Greensboro Bar Association Foundation invites you to become a sponsor of our 2024 Legal Aid of North Carolina fundraiser on

Saturday, April 13, 2024,
5:00 p.m. — 7:30 p.m.

at
BOXCAR BAR + ARCADE

in downtown Greensboro! The event features game tokens, raffle prizes, delicious food and an evening of fellowship. All proceeds will benefit the Greensboro office of Legal Aid of North Carolina. Registration and ticket information is coming soon! See page 9 for sponsorship packages.

Wellness Corner

BarCARES is a confidential, short-term intervention program provided cost-free to members of the 24th Judicial District Bar and other participating judicial district bars, voluntary bar associations and law schools. If you would like additional information about the program and/or its availability in your area, please contact the BarCARES coordinator at 919.929.1227 or 1.800.640.0735 or click on the icon below.

BarCARES®

NOTICE

Submissions for consideration for the Greensboro Bar Association Newsletter should be made to Jonathan M. Parisi at jparisi@spanglerestateplanning.com. All written submissions should be made in Word format and should be in complete and final form, and any photographs should be submitted in jpeg format. Any photographs submitted should contain a caption identifying the person or persons in the photograph and, where applicable, other information necessary to understand the context of the photograph. Submissions made in other formats, including e-mail text submissions, may not be considered for publication.



Elizabeth Robertson
is President of the
Greensboro Bar
Association's Young
Lawyers Section
and Personal Injury
Litigation Attorney
at [CR Legal Team,
LLP](http://CRLegalTeam.LLP)

Young Lawyers Section: Connections

An Update from YLS

In December, YLS hosted a table at the GBA Holiday Party on December 6, 2023, at Elon Law School, featuring a "make your own holiday trail mix" station. At the event, YLS collected over 60 items (socks, hats, and gloves) for school-aged children to benefit Backpack Beginnings, an organization whose mission is to deliver child-centric services to feed, comfort, and clothe children in need. In the spirit of giving, YLS also delivered a box of school supplies to Hunter Elementary School that were donated by YLS members.



Happy Holidays
from the Young Lawyers Section!

YLS Kickball Team Torts Illustrated is recruiting for the 2024 season! Please email Elizabeth at erroberson@crlegalteam.com for more information!

Upcoming YLS Events:

In February, YLS hopes to partner with the Mentorship Committee to host a Mentorship Lunch and Learn. Stay tuned for details!

In March, YLS looks forward to YLS Service Week, March 4-8, 2024, comprised of several service events, including: celebrating Read Across America at Hunter Elementary School by reading to students, donating/serving a meal at Greensboro Urban Ministries, and raising funds for Hunter Elementary School.

For more information about YLS events & service opportunities, follow us on Facebook: Greensboro Bar Association's Young Lawyers Section.

Connect with YLS:

To provide feedback & suggestions for future events/programming, please email the Young Lawyers Section at info@greensboroyls.org.

The Young Lawyers Section would like to celebrate the personal milestones and professional accomplishments of its members. Email YLS at info@greensboroyls.org to share achievements that you would like celebrated on the [YLS Facebook page](#).





Camille Stell
is President and
CEO of Lawyers
Mutual Consulting
& Services. Continue
this conversation
by contacting
Camille at [camille@
lawyersmutualnc.com](mailto:camille@lawyersmutualnc.com)
or 800.662.8843.

5 WORKPLACE TRENDS FOR 2024

Workplace issues continue to dominate the conversations when I gather with my legal community colleagues. Here are five workplace trends worth discussing in your office.

Remote Work

Though we are post-pandemic, remote work continues to remain a workplace trend. The number of fully in-office workers dropped in 2023 from 49% to 38%. The full-time office is a dying breed in many industries, including professional services.

While it's easy to suppose that only large firms offer remote work, or only certain practice areas, that is not the case. I've seen examples of very small firms in all types of practice areas, including litigation, who have developed remote work policies. Rather than debate in-person versus remote, perhaps the better discussion is flexibility.

Law offices tend to be rigid. One of the many lessons of the pandemic is that change is easier when our work culture allows for flexibility. Have conversations with your employees to see what they are looking for in terms of work flexibility. Ask employees about barriers and search for solutions.

Pay Transparency

In October, ZipRecruiter reported the results of their [first annual employer survey](#). They surveyed 2,000 hiring managers and recruiters in the U.S. and asked them how pay transparency impacted recruiting and hiring efforts. Here are some of their findings:

- Pay transparency is now standard. 72% of employers said they post salary information on all postings, 18% only disclose pay in states where it is required and 10% do not disclose pay. Prior to pay transparency laws, only 20% - 30% of job postings had pay information.
- Three-fourths of employers say pay transparency help them attract top candidates and 61% said it made recruiting more efficient.
- 48% of companies said they reset pay downward. Yet 41% of employers said that positions had gone unfilled over the past six months because job candidates wanted more pay – a problem companies faced regardless of size.

- While companies reset pay downward, many have added benefits and perks. 39% added health insurance benefits over the past year. 28% added retirement benefits and 26% added life insurance benefits.

Stay interviews

It is more efficient to retain a good employee than to recruit and train a new employee. Yet we often spend more time on recruiting than retention. Stay interviews are a great way to make sure you are in touch with your employees from the time they are hired to different touch points along their career path.

If an exit interview is designed to serve as a post-mortem of why someone left and what you could have done to avoid it, a stay interview is a proactive tool, a conversation with your employees to check in on how they are doing, why they want to stay, and what may cause them to leave. A stay interview provides structure around employee retention.

Stay interviews should be private, one-on-one meetings and should be conducted with all team members so there is no perception that not being interviewed means not being valued. [Fast Company](#), an excellent resource for workplace resources, offers advice on some questions to ask during these conversations:

- What do you like most about working here?
- What do you like most about our culture?
- What would make a long-term career with us enticing for you?
- If given the opportunity to learn a new skill, what would be most appealing to you?
- What part of your day-to-day drains you and how could we work to make it better?
- Do you feel comfortable being yourself at work? What can we add or provide to make you feel more supported?
- Where do you see your career two years from now?

Taking action after these conversations is imperative. You can get valuable feedback from your employees but without follow-up, you are simply highlighting the fact that you are aware of the issue, but not willing to make changes.

Continued on page 6

ELEMENTARY SCHOOL PROGRAM

Thanks to the many generous donations of our members, the Greensboro Bar Association raised over \$5,000 to support Jones Elementary School this year. On November 29-30, GBA members volunteered their time at the Jones Elementary Book Fair to assist students in the Traditional English program in selecting their own books with the funds raised by GBA. The students were delighted to shop at the Book Fair and make their own selections based on their interests! At the end of this school year, we will use some of the funds raised to purchase books as graduation gifts for 5th graders at Jones. We will also soon donate the remainder of the funds raised to the school "scholarship" fund for students who are unable to attend field trips due to financial hardship – as Mr. Luciano, the Principal at Jones put it, field trips are extensions of the journey students begin when reading books.

Your donations have truly enriched the school experience for Jones Elementary students. We thank you for your contributions and look forward to continuing to support Jones in the years to come.

Thank you to our 2023-2024 Donors!

Abigail Peoples

Abigail Seymour

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Afi Johnson-Parris

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Andrew Spainhour

Angela Liverman

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Sonye Randolph

Stephen Russell

Teresa Vincent

Terrill Harris

Theodora A. Vaporis

Thomas C. Watkins

Tonia Cutchin

W. Erwin Fuller, Jr.

William O. Cooke, Jr.

HERB FALK SOCIETY: 2023 REPORTING FORM AVAILABLE NOW

Due Date: January 31, 2024

The Herb Falk Society was established to honor those members of the Greensboro Bar Association who contribute at least 75 hours of pro bono service each calendar year. The deadline for reporting pro bono work done in 2023 is January 31, 2024. The reporting has been simplified in recent years.

How to Submit your Pro Bono Hours?

- Complete and submit the online form [HERE](#).
or
- Complete and mail the PDF form to the GBA office.

Questions or concerns? Reach out to Pro Bono Committee Co-Chair [Manisha P. Patel](#) or [Jonathan Wall](#).

Link: <https://form.jotform.com/233486191426157>

or scan QR Code:



5 WORKPLACE TRENDS FOR 2024 CONTINUED FROM PAGE 4

Regulatory Reform

Jordan Furlong says, “We were granted self-regulation on the condition that we exercise it in the public interest. Instead, we’ve exercised it by telling the public: “You may participate in the civil justice system by hiring a lawyer. If you can’t afford to hire a lawyer, then you are entitled to *nothing*. No assistance, no guidance – and we will prosecute any non-lawyer who tries to help you.””

“Considering all that, the interventionist trend in legal regulation shouldn’t come as any surprise to us. The only surprise should be that it’s taken this long. If lawyers can’t make the legal system work for the public, others will step in and do it for us. And the price we pay for that could be higher than we think.”

Read the rest of Jordan’s provocative article [here](#), *The Looming Crisis in Lawyer Self-Regulation*.

Artificial Intelligence

If you haven’t experimented with an AI tool yet, please do so. My experience has been with ChatGPT. Simply visit chat.openai.com. Enter an email and set up a password. From the home screen you will be prompted, “how can I help you today?”

I typed in “Christmas gift ideas for cousin who enjoys technology priced under \$25”. I received 12 options including a cable organizer bag, touchscreen gloves, and smartphone camera lens kit. All great ideas for my cousin and within the price range of our extended family gift exchange.

For this article, I asked ChatGPT to offer advice on legal trends for 2024. Following some disclaimers about knowledge updates being limited to 2023, and legal trends varying by jurisdiction, here’s part of the response, “However, I can provide you with a list of general legal trends that were gaining prominence in recent years, and it’s possible that some of these trends may continue to evolve in 2024. Keep in mind that the legal landscape is dynamic and new trends may emerge.” Following this statement was a list of ten trends including artificial intelligence and remote work.

To learn more about how artificial intelligence will impact small law, read this three-part post from Thomson Reuters, first published on [Attorney at Work](#), on *Generative AI and the small law firm* [here](#).

The evolving nature of law and the changing legal marketplace demands a proactive approach. Collaboration and innovation must be a part of our law firm culture if we are to build law firms that will evolve and thrive in 2024.

Camille Stell is the President of Lawyers Mutual Consulting & Services and the co-author of the book, RESPECT – An Insight to Attorney Compensation Plans available from Amazon. Continue this conversation by contacting Camille at camille@lawyersmutualconsulting.com or 800.662.8843.

GBA CELEBRATES THE HOLIDAYS AND THE NEW YEAR!

On December 6, the GBA hosted its annual holiday celebration at Elon University School of Law. At the celebration, we enjoyed a delicious spread of catered hors d'oeuvres, a pristine trail mix bar sponsored by the GBA's Young Lawyers Section, award prize giveaways, and a jolly time with our fellow members and live performers!

We want to thank our committee chairpersons, Rosetta Davis and Jennifer Bowden, and their committee, for a job well done on the organization of a successful and fun celebration!



THE ELON LAW LIBRARY: A VALUABLE RESOURCE FOR LOCAL ATTORNEYS

Are you looking for legal resources for your next big case? The Elon University School of Law Library may have exactly what you're looking for! With a vast variety of both published and electronic materials, the Elon University School of Law Library opens its doors to **attorney members of the Greensboro Bar Association** during its building operating hours.

Here's what you need to know:

- Visitors are required to sign in and show their bar identification card at the law school Security Desk to gain access to the building.
- The library provides complimentary access to one computer workstation with Westlaw Patron Access. This is a reduced-rate version of Westlaw that allows users to view primary federal law and primary law for North Carolina state. Users can also use Keycite to update their research. The library does not provide access to electronic secondary sources.
- For visitors who wish to bring their own laptops, they may access guest Wi-Fi by requesting instructions at the Circulation Desk. However, to use Westlaw Public Access, visitors must use the one library terminal.
- The library maintains a print collection. Some important parts of the collection include:
 - **North Carolina state materials**, both primary and secondary sources. Our North Carolina section is on the mezzanine level of the library and is generally kept up to date.
 - **Federal primary materials**, with select secondary materials (such as treatises) kept up to date in print. However, the majority of our secondary materials have been cancelled within the past 10 years. The federal collection is located on the lower level of the library.
 - **Surrounding and bordering state materials**. The selection of materials varies from state to state, and the majority of these titles are not regularly updated.
- If you have questions about the availability of a particular source in our print collection, you can contact our Circulation Desk in person or at (336) 279-9341, and staff can connect you with a reference librarian.
- The library has one scanner that is available for use to scan materials and send via email or save to a USB drive.
- Access to a photocopy machine is available for a fee. The library's machines accept only cash. There is a small fee to purchase a library swipe card and money needs to be added to use the copier.
- The library does **not** offer printing access or the ability to check out any materials.

Staff are available to answer questions about the collection of materials but cannot assist with any research-related questions.

The next time you're buried in case research or just need to verify your understanding of a legal concept, consider the Elon University School of Law Library as a helpful location!

GBA MEMBERS INVITED TO FREE CLE LUNCH & LEARN

GBA members are invited to a free one-hour CLE Lunch & Learn sponsored by Brooks Pierce.

One hour of General CLE credit is pending.

Date: Wednesday, January 24, 2024

Time: Lunch (provided by Brooks Pierce)
begins at 12:15pm

CLE portion begins at 12:30pm

Members may attend in person or via Zoom.
Space is limited to 30 for the in-person option.

Location: Brooks Pierce
230 N. Street, Suite 2000,
Greensboro, NC 27401

or

A virtual link will be provided
to registrants prior to the CLE

Topic: Corporate Transparency Act

Speaker: [Mark Davidson](#)

[Register Online](#)

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GREENSBORO BAR ASSOCIATION'S 2024 NC LEGAL AID FUNDRAISER SPONSORSHIP PACKAGES

For more information please e-mail Casey Robinson at Casey@gwa-law.com
or Kim Gatling at KGatling@foxrothschild.com

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- Company logo displayed on table cards at event
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- Company name included in sponsor's list on promotional material

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- Company name included in sponsor's list on promotional material

COPPER

\$250

- 2 Tickets
- Company name included in sponsor's list on promotional material

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BOXCAR BAR + ARCADE

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the **Greensboro Bar Association Foundation**
and mail to:

Greensboro Bar Association Foundation
PO BOX 1825, Greensboro, NC 27402

[Click Here to Sponsor](#)

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REGISTER FOR GREENSBORO BAR ASSOCIATION VIRTUAL 2024 ANNUAL CLE SEMINAR

Balancing the Scales: Lawyer Wellness and Ethical Practice

February 22, 2024 via Zoom

Please join the GBA for our annual Greensboro Bar Foundation Fundraiser- the Annual CLE Seminar! This event is the sole fundraiser for the GBA Foundation.

This year, we are excited to expand our course offerings for up to SIX continuing legal education** credit hours, all focused on wellness and ethics, allowing attendees to meet the credit requirements set by the NC State Bar.

The Annual CLE will be held virtually (Zoom) on February 22, 2024 from 10:00 am to 5:00 pm.

Register Online

Or

Register by Mail: Mail check and completed [Registration Form 2024](#) to GBA office.

Young Lawyers Section Members: \$85

Early Bird:

- GBA Members: \$110
- Non-Members: \$130

After February 15, 2024:

- GBA Members: \$130
- Non-Members: \$150

Topics Included:

NC State Bar Ethics
Technology and Legal Ethics
Mastering Mental Health in the Legal Profession
Psychology of Transitions
Getting By with a Little Help From Our Friends
DEI/Implicit Bias

****NC State Bar CLE Credit Pending Approval: 6.0 hours**

2.0 hours - Ethics, PR, & Professionalism

3.0 hours - Substance Abuse/Mental Health Awareness

1.0 hours - General/Other

HONOR THE KING: PARTICIPATE IN THE GBA'S ASK-A-LAWYER EVENT!

Martin Luther King Jr. Day (MLK Day) is the only federal holiday designated as a National Day of Service to encourage all Americans to volunteer to improve their communities. The Greensboro Bar Association is pleased to give you an opportunity to do just that.

On January 15, 2024, the Greensboro Bar Association will be hosting a live Ask-A-Lawyer event. On this day of service, members of the public can meet with volunteer attorneys and seek their guidance on particular legal questions and issues they may be facing. We will be on site at the Greensboro Chamber of Commerce's offices located at 111 W. February One Place, right next to the International Civil Rights Center and Museum, answering questions and offering insights from 11am until 6pm.

WE NEED YOUR HELP!! We are asking members to volunteer for one or more one-hour shifts. We will provide materials before and on site that will prepare you for the questions you may encounter.

Click to Volunteer

If you have any questions, contact your Pro Bono Committee co-chairs Manisha Patel (manisha.p.patel@gmail.com) or Jonathan Wall (jwall@greensborolaw.com).

ATTORNEY JON WARD JOINS TATUM & ATKINSON, PLLC

On November 1, 2023, Jon Ward joined Tatum & Atkinson, PLLC and opened its Greensboro office in Revolution Mill. Jon is an appellate and trial lawyer. He will focus on taking the lead on the firm's statewide

litigation of plaintiff personal injury cases. Jon's new phone number is 336-600-4949, and his new email is jward@tatumatkinson.com.

CAMINO LAW FIRM RECEIVES “EMPOWERING WOMEN” AWARD FROM NC LAWYERS WEEKLY

Camino Law, a bilingual all-female law firm, is has been chosen by *North Carolina Lawyers Weekly* for its inaugural “Empowering Women” award, which recognizes North Carolina firms and legal departments that have shown a strong commitment to supporting and elevating women attorneys.

Camino Law was recognized for its hiring and promoting of women, its mentoring of female law students, and for establishing a firm culture that promotes work-life balance and flexibility.

“We are always looking for ways to support and encourage women, whether attorneys in their first careers, or those like me who are embarking on their second careers,” says Abigail C. Seymour, founder and CEO of Camino Law. “I was advised not to apply to law school in my 40s because it would be so hard to find a job – it is especially gratifying, then, to have created nine jobs so far for women, four of whom are attorneys. It means a lot to have our efforts recognized.”

Recipients being honored have demonstrated a commitment to hiring and promoting women, providing mentoring and opportunities for professional advancement to women attorneys, and establishing programs and policies to help women attorneys thrive professionally.

Camino Law is also part of the Elon University School of Law’s Residency program, offering winter and spring positions to 2L law students who are interested in family or immigration law. “We want to give students a sense of the variety of practice areas available as well as the possibilities for innovative law firm culture,” says Seymour. “We are professional without being corporate, and that awareness is empowering for women entering the legal field.”



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