

National Compensation and Benefits Survey



The Association of Legal Administrators (ALA or National) announced in its latest newsletter that the 2016 Compensation and Benefits Survey is now available for purchase. Additionally, ALA reports growing positions in cybersecurity, privacy and eDiscovery. There has been an increase in employing an eDiscovery Director or Specialist, Cybercrime Director or Specialist, and Privacy Director or Specialist. The size of the firm is not a limitation on these positions as all size law offices face the same issues when it comes to electronic security.

The survey also reported that benefits continue to grow with law firms increasing available benefits as industry trends grow. One benefit noted was the increase in paternity leave from 2015 to 2016 in five regions for exempt employees, non-exempt employees and associates.

The survey is lengthy but comprehensive at 375 pages. It is divided by region, state and metropolitan area. Thirty-five metropolitan areas have their own dedicated pages. The information contained in National's survey gives our Chapter members an extensive inside look at national trends and data not otherwise accessible.

For order and payment information, visit alanet.org/compsurvey.

Removing Cyberbreach Risks

As reported in National's 2016 Bold Bites, *Removing Cyberbreach Risks* named six ideas to consider that can set your firm up to prevent a "major information meltdown." The article was published in *Legal Management* and tackle all things technology, including:

- The latest trends in losing data
- The risks wearable technology can pose to your firm
- Data Privacy and the next training initiative you should take
- Wi-Fi Home Stereo Grudge Match: Chromecast Audio vs. Airplay vs. Sonos
- 3 ways firms can keep up with technology
- The rise of ransomware and the threat it poses.

This and other *Legal Management* articles are a great source of helpful information and worth sharing with your IT security.

Special Points Of Interest

- COMPENSATION AND BENEFIT SURVEY
- TRENDS
- BUSINESS PARTNERS
- BOARD

EVENTS AND MEETINGS

Winter Chapter Education-Membership Meetings:

February 8, 2017
Operating in Compliance—
IRS & COL Hot Button Issues

March 8, 2017
Managing Partner Event

12:00 p.m.
Season's in Old Town

Parking is free in the structure immediately east of the restaurant.



BUSINESS PARTNERS

March's educational membership meeting is sponsored by CityLink Fiber. You can find additional information about CityLink Fiber and our business partners at <http://www.nmala.org/business-partners.aspx>.

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Looking Ahead

Legal Trends



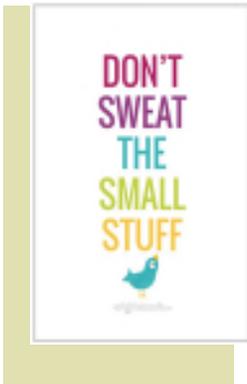
Most individuals and industries make resolutions and predictions. Keeping a resolution is hard. Making predictions is even harder. The legal industry faces unique challenges due to attorney-client privilege, work product confidentiality issues - just to name a few.

There are some vagaries in the predictions but there are also some that everyone agrees on. Look for cybersecurity to be one of the hottest topics of the year. Anticipate changes in e-discovery. Expect artificial intelligence to

take a bigger role in HR. Analytics applications will increase. Highly specialized platform agnostic apps will increase the ability for attorneys to practice from virtually anywhere.

The Trump administration is poised to make extensive changes to the way this country does business. The legal industry must be prepared when those changes come. Office administrators need to educate themselves on these trends in order to work closely with their executive committees in making sound decisions for the firm.

Colleague Corner



Erica's favorite quote

Erica Nunez, our president-elect, has been with NMALA for two years now, which is the same amount of time that she has been a law firm administrator at Askew & Mazel, LLC.

Erica has been happily married to her best friend for 28 years! As a matter of fact, if she was not an office administrator, her other pro-

fession of choice would marriage counselor. "I have a lot of advice," she said and I'm sure others could greatly benefit from it.

Family is her top priority and means everything to her. "It is really the only thing that matters." She and her husband spend time together playing cards and doing a lot of dancing.

When she is not dancing,

and if she can stay awake in the evening, Erica likes time for leisurely reading.

Erica would not choose a dog over a cat or visa-versa. She has both and loves all animals. Her pets are lucky to have such a caring and sensitive "mom" and we are lucky to have her as our new president-elect.

Trends in HR

Artificial intelligence (AI) is not new but new HR applications are predicted for 2017. AI models are evolving. For example, consider the AI program used in the recruiting process. AI can process applicant information and analyze data. But utilizing AI means more than that. The software evolves the more it is used and can ask or respond to

questions from an applicant in natural language. Many of these question about company policies, benefits and culture can be answered by AI 24 hours a day, freeing up time of recruiters. If AI does not know an answer, it alerts a recruiter, obtains the information and reports back to the applicant. Another AI program might analyze the

data and make recommendations on hiring. Yet another, an AI app used for video-interviewing platforms, can analyze facial expressions, speech rate, word choices and vocal tones. AI is not without flaws and needs serious consideration before you put it to work for you.



Education Opportunities

National offers numerous educational opportunities. There are both live and replay videos and clips that can be accessed from their website. The 2017 Annual Conference & Expo is April 2-4 in Denver. There are also regional conferences to consider. Visit https://my.alanet.org/Web/Contacts/Sign_In.aspx?ReturnURL=/Shared_Content/SignInRedirect.aspx.



CLM

The CLM Study Group is going strong! Presentations have been given by Monty Morton (Finance), Eva Carter-Jaramillo and Gale Johnson (HR Management), and Robin Gomez (Legal Industry). Next up - JR Rael presenting on Organizational Development in March. Meetings are generally held at the office of the presenting OA and begin at 4:30 p.m. Hope to see you at the next meeting!

Visit ALA's Web site

www.alanet.org/clm

for more information

Rules of Professional Conduct - Information you and/or your staff must know

⇒ New Mexico is one of the few states that does not allow paralegals (or other non-attorney staff) to share letterhead. Be sure that all non-attorney staff know they must use their attorney's letterhead banner but that they can change the signature block to their own name and title. Paralegals are allowed to use business cards with their names and titles clearly identified. Every non-attorney must include his or her title on every communication so as not to confuse or give an impression that they are an attorney.

See *ABA Rules of Professional Conduct, Guideline 5*.

⇒ An attorney cannot file a charging lien for unpaid attorney's fees unless that information has been provided to and agreed to in writing by the client in the original attorney-client agreement or engagement letter. See *Rule 16-108*.

⇒ Additionally, there are four requirements for imposition of an attorney charging lien.

1. A valid contract, either expressed or implied between attorney and client;

3. Clear and unequivocal notice to the appropriate parties of the intent to assert the lien; and

4. A timely assertion of the lien before distribution of the proceeds recovered for the client.

See *Sowder v. Sowder, 127 N.M. 114, 977 P.2d 1034 (Ct. App 1999)*

Additionally, the attorney may find recovery in a bankruptcy action filed by the client by filing a claim of lien.

ADDITIONAL RESEARCH WILL PROVIDE INFORMATION ON NUMEROUS NM CASES THAT ADDRESS CHARGING LIENS AND THEIR VALIDITY IN NEW MEXICO.

The Board

NMALA board for 2017 as a result of election that occurred at the February 16 Special Meeting:

President: Nina Patel Sukhyani
President-Elect: Erica Nunez
Past President: Eva Carter-Jaramillo
Secretary: Clara Martinez
Treasurer: Jessica Via
Director of Education: Amanda Garcia

If you have not served on the Board, please step up and volunteer on a committee or project.

"Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in".

~Author Unknown



Bits and pieces . . .

NEW MEXICO CHAPTER OF THE ASSOCIATION OF LEGAL ADMINISTRATORS



*Nina Patel Sukhyani - ninap@waltherfamilylaw.com
President*

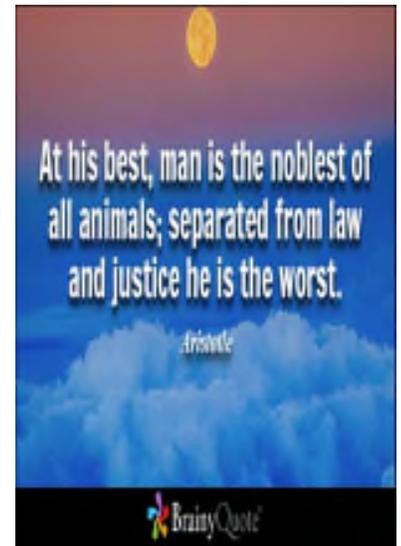
*Erica Nunez - ericanunez@askewmazelfirm.com
President-Elect*

*Eva Carter-Jaramillo - ejaramillo@cuddymccarthy.com
Past President*

*Clara Martinez - claram@davidwaltherlaw.com
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*Jessica Via - jvia@montand.com
Treasurer*

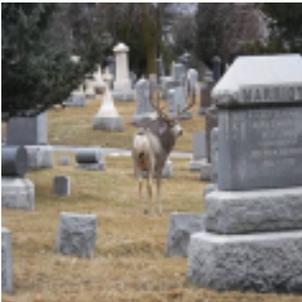
*Amanda Garcia - amg@sheehansheehan.com
Director of Education*



Interesting Oregon Law:

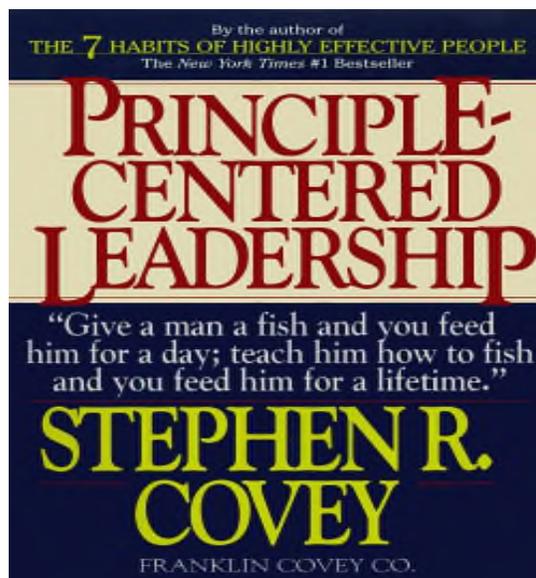
Hunting in cemeteries prohibited.

2015 ORS 166.645¹



Books: The key to dealing with the challenges that face us today is the recognition of a principle-centered core within both ourselves and our organizations. Dr. Covey offers insights and guidelines to help apply these principles both at work and at home -- leading not just to a new understanding of how to increase quality and productivity, but also to a new appreciation of the importance of building personal and professional relationships in order to enjoy a more balanced, more rewarding, more effective life.

<https://www.amazon.com>



Please submit FAQs, items of interest, photographs, stories, ideas and more that you want to share with the membership.

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MEMBERSHIP RENEWAL:

Your Chapter Membership renewal is due March 31st. Please make your checks payable to "N.M. Chapter—ALA" in the amount of \$100 and send your completed renewal form (available on the Chapter website) to:

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Albuquerque, New Mexico 87109