



JANUARY 2021

Great news! The latest issue of HPA Headnotes is here.



President Message

HPA Members,

First off, Happy New Year! I would like to thank you all for being patient this past year while we figure out how to have meetings, virtually and also in person. We are hoping to have a virtual lunch webinar in January so be on the lookout for more details and registration.

We are also working on Seminar, which is scheduled on June 11th. At this time, we plan to have it in person with social distancing and masks (we are hoping for vaccines by then). The Thompson Barn in Lenexa, KS is a rather large venue where we can spread out. Our vendors and speakers are being scheduled. Our plan is to have a box lunch and eat outside (weather permitting).

On another note, our elections are coming up in the spring. I hope we can have them outside so that we can see each other. HPA needs help this year. I have been on the board for a long time and would like to retire and be a member participant!

Please think about positions on the executive board (and other HPA committees) that you would like to help out with. We still have our Vice President 2 / Education & Programs Chair position open at this time, which assists with planning meetings and picking CLE speakers. I would like to see HPA continue in the future but we need HELP and ideas. Our Nominations Committee Chair is [Nichole Kruger](#), so please feel free to reach out to Nichole or myself.

I look forward to seeing everyone in the next few months!

Marlene Lubowicz, President 2020-2021

This and That



The Future of Live Virtual Hearings: Some Benefits and Concerns for Consideration

By: Kate Marples Simpson, Attorney at Stevens & Brand, L.L.P.
First Published - J. Kan. B. Ass'n, Nov./Dec. 2020, at 18, 19

Due to the COVID-19 pandemic, most governing entities have issued orders balancing the need to minimize in-person contact with the need to continue to function. State and federal courts are no exception. Many court proceedings have been live-streamed for the first time ever, providing public access and allowing parties to appear virtually. But the shift to virtual dockets has not come effortlessly to all. This transition to virtual hearings has required many to become more technologically savvy in short order. It also has left some confused about what constitutes appropriate attire and conduct for virtual court appearances. Take Florida, for example, where the lack of decorum in virtual hearings led one district court judge to write a letter to the bar condemning certain practitioners who had appeared while either still in bed, at the pool, or with no shirt. Jacey Fortin, *When Court Moves Online, Do Dress Codes Still Matter?* The New York Times, (November 1, 2020, 9:40 a.m.), [https:// www.nytimes.com/2020/04/15/us/coronavirus-lawyerscourt-telecommute-dress-code.html](https://www.nytimes.com/2020/04/15/us/coronavirus-lawyerscourt-telecommute-dress-code.html). Given the increasing role that virtual appearances are likely to play in our COVID and post-COVID world, I thought it worth considering more closely the pros and cons of virtual hearings. So, I've asked some of the smartest people I know

about their thoughts on the subject. Stephen McAllister, U.S. Attorney for the District of Kansas and...[to continue reading, click here!](#)

A Break for the Procrastinator

By: Betsy Brand Six, Clinical Professor & Director of Academic Resources at University of Kansas Law School
First Published - J. Kan. B. Ass'n, Nov./Dec. 2020, at 23, 24-25

I know you are procrastinating. Not only are you reading the Kansas Bar Journal, but you are reading a column about procrastination. You say you are just taking a break – a classic procrastinator line. Why else do I know that you are procrastinating? Because it is human nature. You cannot blame it on the Internet or the ever-present world of instant gratification we carry with us on our phones. Procrastination has been with us since the beginning. Aristotle and Plato vexed about it. It is part of our biology to have a bias for the here and now and to seek positive rather than negative stimuli. Our body is wired to survive: If you have not eaten anything all day, your body focuses on the hunger rather than a long-term goal like losing weight. Our brain naturally wants to prioritize a short-term need over a longer term one. When you procrastinate, you avoid behavior that is painful, and so, at least in that moment, you are happier. But the procrastinator exchanges short-term pleasure for long-term pain...[to continue reading, click here!](#)

Upcoming Events

HPA Annual Seminar

We are monitoring COVID-19 restrictions in the area and will make adjustments as necessary.

Friday, June 11, 2021, 8:00 a.m. to 4:00 p.m. Thompson Barn, Lenexa, KS

Our annual seminar is coming up! We will have many great speakers this year as well as fabulous SWAG from our business partners!

MORE DETAILS AND REGISTRATION COMING SOON

Membership News

Cathy Murphy, VP1 / Membership Chair

Shout Out to new HPA members!

Associate

Holly Murphy

Hartmann Law Office, LLC

Michelle Wiles

Barnds Law LLC

Voting

Christie Haugen
Fisher Patterson Saylor & Smith LLP

Katharine Reddock
Shaffer Lombardo Shurin

Current active membership stands as follows:

Voting: 48

Sustaining: 6

Paralegal Student: 3

Honorary: 2

Associate: 3

Total: 62

Do you have a new job, graduation, or other professional accomplishment to share with HPA members? [Let us know.](#)



Membership Spotlight - Christi Walker

Meet Christi Walker, our Treasurer!

My interest in law grew in college when I took Employment Law as an elective. I enrolled and earned my Paralegal Certificate in 2017. I came across HPA while working on a school assignment, and they have welcomed me with open arms. Even though my job is not a traditional paralegal position, I have been given opportunities to work on loan contracts and collaborate with the legal team on different matters. I remain a member of HPA to learn more about the profession and to connect with others. Besides being HPA Treasurer, I have also served as the Audit Committee Chair in the past. I spend my free time with with my husband

taking nature trips, watching baseball games, attempting a craft project, or curling up with a good book.

Nice to meet you Christi!

NALA News

Tony Carlock, NALA Liaison

Here are some upcoming NALA webinars! You can register here by [clicking here](#).

FLSA and Employee Pay Compliance

JANUARY 20 - 12:00PM CT - CLE HOURS: 1

Over the last decade, Fair Labor Standards Act (FLSA) cases have increased dramatically in federal courts, impacting all business sectors. This webinar will address the basic requirements under the FLSA, including requirements for employee pay, record keeping requirements, classification issues, and common pitfalls that lead to litigation.

[Register Now](#)



Cyber Issues in Today's Workplace*

FEBRUARY 17 - 12:00PM CT - CLE HOURS: 1

Hardly a day goes by without another headline of a data breach. This webinar addresses general cybersecurity issues and awareness, including a discussion of what to do if you (or a client) have been breached. Discussions will include the evolving landscape of cyber litigation and will be guided by many real-life examples of cyber-attacks and corresponding litigation. ***NON-SUBSTANTIVE**

[Register Now](#)



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