



From the President

By Ramon Barajas

The SCALL Institute, held at the historical Mission Inn Hotel & Resort in Riverside was yet another fabulous success in the long line of excellent SCALL Institutes. The Mission Inn continues to be one of my favorite Institute locations. Its grandeur and beauty are hard to match. You cannot help but get caught up in the air of historical significance when strolling through the building and taking in the ornate architecture and old California themed artwork. Judy Davis did a remarkable job in presenting a timely topic and in recruiting a terrific supporting cast of committee members. Hats off to everyone involved for continuing SCALL's storied tradition of producing high quality educational events. A great



big hearty "thank you" to all of our sponsors and exhibitors for making it all possible.

This year marks SCALL's 65th anniversary. AALL President, Greg Lambert, delivered a congratulatory letter, which was read aloud at the Institute luncheon. In the letter, Greg Lambert references the many contributions of SCALL and its members to both AALL and the field of law librarianship. One of the striking things about reaching this milestone is how much membership commitment and membership involvement is required to make this engine run. SCALL is a member driven organization that thrives on the contributions of its members. If you are considering becoming more involved in SCALL, please contact me or anyone on the Board to discuss ideas on how you can become actively involved. We would love to hear from you.

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The 2018 SCALL Institute Keynote Speech: Current Developments in Employment Law

By Susan Streiker

I enjoyed a wonderful and very informative presentation on Current Developments in Employment Law including legislation, litigation, regulations and employment trends, by Steven Zdravec, a Partner at Jones Day. Since what impacts the general economy of California impacts us all, I have always found labor and employment law a fascinating and transformative topic. Below I provide a few highlights from the March 23, 2018 SCALL Institute keynote address at the Historic Mission Inn in Riverside.

The New California Fair Pay Rights Act

The New California Fair Pay Rights Act (Cal. Lab. Code §1197.5) changed many

ways plaintiffs may compare their compensation with others to determine unfairness. Look for lots of new litigation and possible legislative changes regarding this new law.

Salary History Inquiries Prohibited

A recent change in the law (Cal. Lab. Code §432.2) prohibits employers from directly asking or even prompting for a



Steven Zdravec begins his keynote presentation at the SCALL Institute. (Photo courtesy Jessica Pierucci)

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voluntary disclosure of an applicant's salary history. Employers must provide a pay scale for the available job.

Ban on the Box

That little box on job application asking if an applicant had been convicted of a crime has recently been banned by Cal. Gov't Code §12952. Asking about criminal history during interviews has also been banned. Background checks may be required after a conditional offer of employment, but employers should review the law carefully before pulling a job offer from a person convicted of a crime.

Minimum Wage Increases

Minimum wage for non-exempt employees in California is now \$11 an hour and will increase by \$1 on January 1st each year until 2022. Cities in California may have higher minimum wage thresholds. For example, the minimum wage in the City of Los Angeles is currently \$12 an hour and will go up to \$13.25 on July 1, 2018.

Exempt Employees' Salaries

Pursuant to Fair Labor Standards Act, the Department of Labor attempted to set minimum pay for employees categorized as exempt to \$47,476. That particular change got struck down but look for more action on the topic in the future.

Transgender Rights

The Fair Employment Housing Commission adopted regulations prohibiting discrimination against transgender individuals who are transitioning, who have transitioned, or who are perceived to be transitioning. The regulations (Cal. Code Regs. tit. 2 §11030) on "Gender Identity", "Gender Expression", and "Transgender Status" were effective as of July 1, 2017.

The "Transgender Work Opportunity Act" lays out the training and posting requirements for employers with more than 50 employees at Cal Gov't Code §§12950-12950.1. The new law went into effect on January 1, 2018.



Steven Zadavec's presentation slides included some relevant cartoons. (Photo courtesy Jessica Pierucci)

Legalization of Marijuana in California

Although recreational use of marijuana is now legal in California, there is no obligation for employers to allow marijuana usage in the workplace. Employers have no obligation to permit recreational marijuana use at work and no obligation to accommodate medicinal marijuana use. Public and private employers may create and enforce their own policies pertaining to marijuana. Marijuana use is still illegal under Federal Law (21 USC §811).

Using Electronic Employment Verification System (E-Verify)

Cal. Lab. Code §2814 lays out the appropriate uses of E-Verify for authenticating the immigration status of potential employees and prohibits checks on existing employees. It has been in effect since January 2016.

Immigrant Worker Protection Act

Starting January 1, 2018, the Immigrant Worker Protection Act (Cal. Gov. Code §§7285.1, 7285.2, 7285.3 & Cal. Lab. Code §§90.2 and 1019.2) imposes various prohibitions and requirements on employer regarding worksite inspections by Immigration Enforcement Agents.

The Gig Economy

One of every three Millennials works a freelance gig, as the Contingent Workforce continues to grow in America. This means more and more individuals are now classified as an independent contractor versus an employee of a single employer, and regulators are concerned about this changing trend in the workforce. A good example is Uber. Many interested parties are tracking the multiple cases against Uber on the status of their drivers. If Uber driver are classified as employees versus independent contractors, there will be big changes at Uber and Lyft and within the overall Gig Economy.

A Key Case on Union Dues

As was also discussed in last year's SCALL Institute on Constitutional Law, a US Supreme Court ruling on the collection of union dues may impact the future of all unions in America. Currently, a key case on union dues is before the Supreme Court, namely *Janus v. American Federation of State, County and Municipal Employees*. It is an important case to watch.

The presentation also included case law trends impacting the employers of today.

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Topics discussed were sex harassment/discrimination, status of wage hour actions, arbitration agreements, independent contractor developments, key disability case trends, and developments before the NLRB.

Due to the newsletter's space limitations, I have only briefly summarized parts of Mr. Zdravec's excellent presentation. For more information, I recommend you log into the [SCALL Membership website](#)

and look for the link to [2018 Institute's Slides](#).

Susan Streiker is an Independent Librarian.



Marijuana Legalization and Labor Law

By Erik Y. Adams

On November 8, 2016, voters in California approved Proposition 64, "Marijuana Legalization Statute." The law immediately legalized using and growing pot for personal use, and allowed sale and taxation on January 1 of this year. In keeping with the theme of this year's SCALL Institute, I wanted to look at how this change in California's laws is affecting labor law, and look at how it is playing out in other states that already legalized pot.

Proposition 64 itself has only one section directly amending California's Labor Code. It added section

147.6, which directed the Division of Occupational Safety and Health to "convene an advisory committee to evaluate whether there is a need to develop industry-specific regulations." According to the Department of Industrial Relations website, the advisory board has met three times (materials from the committee are available at

<https://www.dir.ca.gov/dosh/doshreg/Medical-Marijuana/>). The deadline for this board's recommendations is October 1, 2018. (To be precise, the advisory committee had already been formed under California Labor Code section 147.5, which created the committee after the legalization of medical marijuana.)

Steven Zdravec, the keynote speaker at the Institute, briefly addressed the question of pot in California and other states. The cases he mentioned (and others) have mostly been grappling with the question of whether the use of pot as a medicine is an acceptable accommodation for people who are otherwise disabled.

Mr. Zdravec mentioned the California Supreme Court case *Ross v. RagingWire* (42 Cal. 4th 920), which ruled that private employers can fire an employee for the medical use of pot, and that there was no requirement to accommodate

medical marijuana under the Fair Employment and Housing Act. Gary Ross alleged that his chronic back pain was a disability under FEHA, and that treating it with marijuana under the supervision of a doctor was a reasonable accommodation. However, RagingWire had a policy against illegal drugs, and California's medical marijuana law does not assert that there is a need to accommodate users who are managing disabilities.

A case in Colorado had a similar result. *Coats v. Dish Network* (350 P.3d 849) found that an employee could be fired for smoking pot outside of work. Coats argued that his use of marijuana was a "legal activity" outside of work, and under Colorado law it is a "discriminatory or unfair employment practice for an employer to terminate the employment of any employee due to that employee's engaging in any lawful activity off the premises of the employer during nonworking hours." (CRSA 24-34-402.5) The Colorado Supreme Court disagreed, arguing that because medical marijuana was illegal under federal law, it did not count as a "lawful activity," and therefore firing Coats was not

In keeping with the theme of this year's SCALL Institute, I wanted to look at how this change in California's laws is affecting labor law, and look at how it is playing out in other states that already legalized pot.

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discriminatory. Colorado's medical marijuana law, like California's, states only that medical users of pot are not subject to criminal penalties.

A Massachusetts case, *Barbuto v. Advantage Sales and Marketing* (477 Mass. 456) seems to come to the opposite conclusion. Barbuto was fired from her job after failing a drug test. She alleged she was fired from her job because of her disability (she suffers from Crohn's Disease) which she managed with the use of marijuana. Massachusetts's medical marijuana law, unlike California's and Colorado's, states the medical marijuana is a reasonable accommodation for a disability. The Massachusetts Supreme Court found that she was disabled under Massachusetts law, and that she was fired for that disability, and that pot might be a reasonable accommodation. The case was remanded to the superior court for further proceedings.

I could not find any California case regarding whether an employer can fire

an employee for the recreational use of marijuana outside of the workplace. An article in the January 9, 2018 issue of *The Recorder* discussed this question, and the opinion of most experts is that an employer can mandate a drug free workplace as a matter of policy, and ban the recreational use of marijuana. Proposition 64 itself makes it clear that the intent of the authors is to "... allow public and private employers to enact and enforce workplace policies pertaining to marijuana."

The ballot initiatives in Washington and Colorado had similar language. In fact, on July 8, 2011, Seattle City Attorney Pete Holmes got in a little trouble when he was among the first to purchase recreational pot legally at a Seattle shop. Holms went on his lunch break, followed by news reporters, and then went back to work. However, at the time the City of Seattle had a clean workplace policy - and by bringing his purchases back to the office was a violation of that policy.

These workplace specific provisions may have been in response to an earlier legalization proposition in California that explicitly stated "[n]o person shall be punished ... for lawfully engaging in any conduct permitted by this act." It allowed that an employer could address consumption that affected job performance, but that was all that was allowed. Arguments against Proposition 19 in the voter pamphlet at the time focused on these provisions. In the end, California voters rejected Proposition 19 with 53% of the vote.

Most of the cases I looked at, including *Ross* and *Coats*, relied in part on the fact that all use of marijuana is illegal at the federal level. And the Massachusetts decision wrestled with this issue as well. It seems that the current administration is opposed to legalization, so these issues will continue to play out for a while.

Erik Y. Adams is Electronic Resources Librarian at Sheppard, Mullin, Richter & Hampton.



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Google Doesn't Have All the Answers: Yes, Virginia, There is Still a Thing Called "Hardcopy"

Once upon a time, in a land far, far away, the stories of fairy tales were written with ink and parchment. Believe it or not, in the hidden corners of the State Archives, and the dusty shelves of the State Library, these valuable sheaves of paper can still be found, but only by those who are truly brave and boldly daring. Brave, because you must be willing to enter a land beyond the internet, and daring because, well, paper cuts really sting!

Many people, even long-time clients, are surprised to learn that LRI can find documents pertaining to the legislative history and intent of a law that do not

exist online. This holds true for researching 1850 legislation all the way up through the present day. In fact, the entire reason we are still in business is because we can find things that you cannot access from Westlaw, LexisNexis, HeinOnline, or even the official state websites.

It requires going through original source documents that have not yet been digitized; it requires thumbing through books so old you have to wear gloves while handling them; it requires watching VHS tapes and listening to audio cassette tapes, if you even remember what those are. The State

Archives is still putting documents on microfilm. Don't worry, I'll pause here while you Google what "microfilm" is.

The point is, just because it is not online, does not mean it does not exist. In fact, there is a whole world waiting for you beyond the internet. When your case depends on legislative intent, you can depend on us. With our years of experience in this extremely specialized area of research, you will be amazed at what we can dig up when Google lets you down.

Career Opportunities

Date Posted	Job Description	Location
April 10	Research and Instruction Librarian; UC Hastings Law Library	San Francisco
April 9	Reference Librarian; Alston & Bird	Los Angeles or San Francisco
April 6	Electronic Services Librarian; Brownstein Hyatt Farber Schreck	Denver
April 5	Research Associate; LibGig	Los Angeles or San Francisco
April 3	Deputy County Librarian; Contra Costa County Library	Martinez
March 27	Head of Collection Management Services; Loyola Law School	Los Angeles
March 26	Administrative Assistant; Riverside County Law Library	Riverside
March 26	Research Specialist-Documents Delivery; LibSource	Virtual (work from home)
March 21	Senior Researcher; LibGig	Los Angeles San Francisco or Palo Alto
March 20	Managing Librarian Serials & Acquisitions; LA Law Library	Los Angeles
March 20	Cataloging Librarian; LA Law Library	Los Angeles
March 16	Research Librarian; University of San Francisco	San Francisco
March 6	Senior Community Library Manager; Contra Costa County Library Department	Contra Costa County
March 2	Research Analyst; Sidley Austin	LA or NY or DC or CHI
March 1	Research Analyst; Morrison & Foerster	Los Angeles; San Diego & Other Cities
February 6	Director; Ventura County Law Library	Ventura
January 31	Librarian; Witkin State Law Library California State Library	Sacramento
January 29	Research & Information Services Manager; Wilson Sonsini Goodrich & Rosati	Palo Alto
January 25	Research and Digital Initiatives Librarian; UC Davis Mabie Law Library	Davis
January 12	Part-Time Library Assistant; Riverside County Law Library	Riverside
January 11	Research Assistant; University of San Diego Legal Research Center	San Diego
January 8	Project and Research Analyst; LibSource	Multiple Locations
December 1	Law Library Director; Orange County Public Law Library	Santa Ana
November 15	Electronic Services Librarian; Morgan Lewis & Bockius LLP	San Francisco or Los Angeles
November 1	Catalog and Research Services Librarian; UC Davis Mabie Law Library	Davis
October 12	Research Services Librarian; Buchalter	Los Angeles
September 7	Research Analyst; Arnold & Porter Kaye Scholer LLP	San Francisco
September 6	Legal Library Assistant; JW Michaels & Co. (Agency Listing)	Palo Alto
August 30	Librarian; U.S. Court of Appeals for the Ninth Circuit San Jose Branch Library	San Jose
August 21	Records Manager and Records & Archives Group Supervisor; JPL Library	Pasadena

By Tiffani Willis

Chair, SCALL Placement Committee
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View complete job descriptions at scallnet.org/career-opportunities/

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2018 SCALL Institute – The Best Kept Secrets of Employment Law

By Jane McMahon

I have been attending SCALL Institutes for longer than I will admit. This year's institute in Riverside was outstanding. If you have not been to the Mission Inn, you have missed a California historical treat. This year I discovered parts of the inn that I had never seen before, such as the fantastic open-air, multi-storied rotunda that opens into a room housing an enormous Buddha. We were able to explore these rooms and the "gilded" chapel where Nancy & Ronald Reagan were married from our evening reception on the open-air patio. Food and beverages, sponsored by Thomson Reuters, were delicious and plentiful on a mild spring evening.



Judy Davis, SCALL Vice President and Institute Committee Chair, welcomes attendees to the 2018 SCALL Institute. (Photo courtesy Jessica Pierucci)

Friday's program started with the Keynote speaker Steven Zdravec, partner at Jones Day. He provided an interesting overview of Current Developments in Employment Law. Peggy Farrell, a disability and employment law attorney, followed the

keynote. In her talk, she called the ADA the "New Bastion of Civil Rights," and she defined, described elements, and gave examples of various types of discrimination, defined by the ADA. She spoke about what leeway employers have granting

future media for people with disabilities..." Also mentioned was WCAG2.0 – Web Content Accessibility Guidelines – that illustrate how to make Web content more accessible to people with disabilities.



Matthew Siroly shares information on California wage and hour laws with SCALL Institute attendees. (Photo courtesy Jessica Pierucci)

reasonable accommodations, and the steps employees might need to explore in requesting accommodations. Ms. Farrell gave examples of issues experienced by blind individuals and those with hearing or cognitive disabilities. She described problems they have applying for jobs online, and the inability to print job applications and present them in person. She made reference to the Carl and Ruth Shapiro Family National Center for Accessible Media (NCAM) – ncam.wgbh.org whose "mission is to expand access to present and

There was time on Friday, before the final Friday speaker, to meet with the vendors and play the annual vendor game. This year there was an interesting and varied group of 17 exhibitors and 5 sponsors. It was nice to meet face-to-face with Lexis and Westlaw Librarians Relations Managers, and new vendor exhibitors Fastcase, Gavelytics, Darts-IP, Pro-Quest, and Questel Orbit. It was good to see longtime SCALL supporters Dick Spinelli, Jan Raymond and Tom Stallard. Our major sponsors, Bloomberg, CEB, LexisNexis Questel, and Thomson Reuters, kept us happy with generous snacks, dinner, breakfast, and lunch.

Our last Friday speaker was Stephen Rich, Professor, USC Gould School of Law. His topic covered employee diversity initiatives and anti-discrimination laws. In his discussion

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Ramon Barajas, SCALL President, reads a letter from Greg Lambert, AALL President, congratulating SCALL on its 65th anniversary at the closing luncheon. Attendees dined surrounded by magnificent artwork. (Photo courtesy Jessica Pierucci)

about employee diversity, he highlighted the necessary elements for affirmative actions. He also mentioned the genealogy of diversity, such as education versus employment, or civil rights versus a business case. He discussed diversity management needs: training, creating taskforces, targeting networking, and mentoring. He noted the new set of practices in managerial diversity that threaten civil rights movements and redefine good policy practices. He described diversity management and equal opportunity employers who justify status based diversity and sub-standard equal investment. The solution he set forth stated employers must invest equally in every employee and clearly justify differences in treatment. This investment must include legitimate decisions based on performance, and should also include mentoring programs targeting women and minorities.

On Saturday, Toni Jaramilla spoke about the #METOO Movement. The four areas she covered were 1) Fair Employment Housing Act. (California Department of Fair Employment & Housing Act - DFEA). 2) overlooked California

statutes, 3) evidence used in sexual harassment, and 4) legislative developments. She defined and gave examples of instances considered to be harassment and pointed out that harassment must be pervasive or severe. She said that all employees, those observing and those involved, must speak up, step up, and stand up when dealing with sexual harassment. She described and listed often used statutes that support how evidence is used. She concluded by listing and describing the top Sexual Harassment Bills to watch in 2018.

Matthew Sirolly, Staff Attorney at

the California Labor Commissioner's Office, discussed wage and hour laws. He noted that the Labor Insurance Office enforces wage law and described the Labor Commission wage claim process as user friendly. He presented a clear overview on how federal, California, and city and county ordinances are enforced. He then looked at substantive law trends, such as who is protected, what is an employer, and corporate responsibility. The trends he described were "raising minimum wages," "piece worker protections," "mandated sick pay," and "retaliation and immigrant worker protections."

Last on the agenda was Michael St. Onge with an entertaining overview of 30 Sites in 30 Minutes. Michael's PowerPoint and the other speakers PowerPoint presentations are available on the [SCALL Members website](#) under the [2018 SCALL Institute Slides](#).

Mary Matuszak was our luncheon AALL speaker, and gave a brief AALL report. Judy Davis concluded the meeting after all the game prizes were awarded. Our vendors were again generous with some exceptional donations. Thank you Institute Committee, Speakers and Vendors.

Jane McMahon is a Research Librarian at Winston Strawn LLP.



Toni Jaramilla discusses the #METOO movement and related topics. (Photo courtesy Jessica Pierucci)



Apply for an AALL Annual Meeting Grant

With a successful SCALL Institute now passed, it's time to start thinking about the AALL Annual Meeting. This year's theme is "From Knowledge To Action," and will be in Baltimore, Maryland! If you're interested in attending, but have financial constraints, please consider applying for a SCALL grant. The Grants Committee will consider all applications. Please know that all grant recipients will be expected to write an article for the SCALL Newsletter related to their attendance at the Annual Meeting. The grant application is available on SCALL's website <http://scallnet.org/community-support/#4>.

To ensure plenty of time to register with the early bird rate, we're requesting all grant applications for the Annual Meeting be submitted to me by **Wed, April 25th**. If you have any questions, don't hesitate to contact me.

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SCALL Institute Grant Recipient

Congratulations to the following member who received a grant to attend the 2018 SCALL Institute:

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Offset Your AALL Carbon Footprint

By Matthew Flyntz

Like many of you, I am looking forward to arriving in Baltimore, Maryland for the AALL Annual Meeting and Conference in July. What I am not looking forward to is the *travel* – the lines, the handsy TSA agents, the cramped seats, the nagging guilt about how much pollution air travel creates. It is approximately 2,300 miles from John Wayne International Airport in Santa Ana to Baltimore-Washington International Airport. That is a long way, and the flight generates an awful lot of carbon dioxide (CO₂). My share of that round-trip flight (with layovers in Phoenix on both ends) amounts to approximately 1.5 metric tons of CO₂. (Find out how much your flight will generate at co2.myclimate.org/en/flight-calculators/new). To put that into perspective, the Environmental Protection Agency states that one metric ton of CO₂ equates to the emissions from burning 113 gallons of gasoline or 1,094 pounds of coal. There isn't a whole lot we can do regarding the other inconveniences of air travel, but we *can* do something about the CO₂ (and the guilt).

As in years past, the Social Responsibilities Special Interest Section's Committee on Environmental Sustainability is promoting a carbon offset program to coincide with the AALL Annual Meeting and Conference. So, what are carbon offsets, and how do they work? The basic idea is simple. We all have a carbon footprint – that is, the amount of CO₂ emissions created by our day-to-day activities. Driving, using electricity, and consuming products that created emissions during manufacture or transportation all contribute to our carbon footprints. Flying, though, contributes an outsize amount to our carbon footprints. Offsets are intended to eliminate the negative impact of our carbon footprints. Offsets work in one of two basic ways. First, they can eliminate carbon from the atmosphere. Second, they can prevent carbon from going into the atmosphere in the first place. Let's call the first method elimination and the second method prevention.

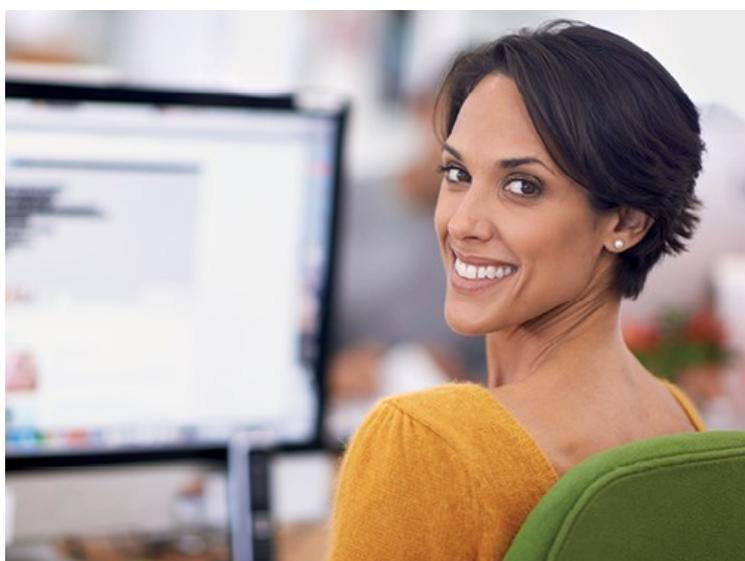
Elimination can be done in a number of different ways. Natural methods would include planting trees or, even better, restoring wetlands. We all learned in middle school biology class how plants take in CO₂ and release oxygen. Plants store the carbon they absorb in their stems, leaves, and roots. Wetlands go one step further, as they are extremely good at storing CO₂ in the *soil*. While soil on dry land is oxygenated, soil within wetland areas is anaerobic – that is, it lacks oxygen. This is important, because oxygen allows for plant matter within soil to be broken down, releasing the carbon contained therein back into the environment. Anaerobic soils in wetlands essentially seal off plant matter from the decaying power of oxygen, confining the carbon to the soil.

Prevention is generally accomplished by upgrading carbon-emitting facilities or processes in various ways. For example, power plants can install carbon sequestration systems, which capture and store CO₂, rather than sending it into the environment. On a much smaller scale, inefficient lightbulbs can be replaced with efficient models, reducing the amount of energy consumed in the first place.

You may have heard that carbon offsets are a scam, and unfortunately, that is sometimes true. That's why the Natural Resources Defense Council recommends purchasing offsets from verified vendors. You can find verified projects by visiting the websites of verification bodies such as Gold Standard (www.goldstandard.org), Climate Action Reserve (www.climateactionreserve.org), Climate, Community & Biodiversity Alliance (www.climate-standards.org), and American Carbon Registry (www.americancarbonregistry.org).

While you are certainly more than welcome to peruse any of these websites and find a program that speaks to you, the Committee on Environmental Sustainability has selected a program that we think is worthwhile. The program provides low-cost fuel-efficient cookstoves to people in Uganda. Each stove reduces a family's wood and charcoal consumption by approximately 50 percent. Because less fuel is being consumed, fewer trees get cut down, and fewer

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emissions are released during charcoal production. While the environmental benefits are wonderful, this project also enhances the health of Ugandans by reducing the amount of toxic smoke created by the daily act of cooking. It also creates economic benefits, employing Ugandans to manufacture the stoves and leaving more money in Ugandans' pockets, since they don't need to purchase as much fuel (cooking fuel accounts for a whopping 20% of the average Ugandan's income). Offsetting one ton worth of CO₂ costs only six

dollars. That's the cost of a fancy coffee beverage. You can learn more about this project here: <https://www.cooleffect.org/content/news/aall>.

According to AALL, 1,364 people attended the Annual Meeting last year in Austin. Assuming each attendee's round-trip flight accounted for one metric ton of CO₂, that equates to a total of around nearly 1,400 metric tons, or the equivalent of approximately 1.5 million pounds of coal being burned. Southern California is about as far away as you

can get from Baltimore in the contiguous 48 states, so we SCALL members are going to be contributing an abnormally large portion of the CO₂ to this year's total. Let's do our part to help make up for that massive infusion of carbon into the atmosphere.

Matthew Flyntz is Research/Instruction Librarian at Hugh & Hazel Darling Law Library, Dale E. Fowler School of Law at Chapman University.

Membership News

By Judy K. Davis and Karen Skinner

Carol Ebbinghouse will be retiring from the **California Court of Appeal** at the end of April. She's looking forward to spending time fostering miniature schnauzer rescues, volunteering as a docent with Pasadena Heritage, reading, and running amok with her sister and other friends. Carol is also a host with Airbnb and looks forward to more socializing with her guests from all over the world, and perhaps even traveling to see them. Congratulations, Carol!

Michele Knapp, of the **University of San Diego** Legal Research Center, is beginning a new position as Head of Collection Services. Congratulations, Michele!

If you attended the **46th Annual SCALL Institute** and have been longing for the world-famous Chicken Paprikash recipe that our keynote speaker **Steven Zadravec** told us about, your wait is over!

Chicken Paprikash

by Steven Zadravec

This is a Hungarian recipe passed down from my mother. It is a traditional family meal in our family - it is a meal that everyone loves.

Ingredients

- 1 whole chicken, cut up into parts with skin on (or you can just use dark meat/chicken breast if you prefer, skin on)
- 3 tablespoons Hungarian paprika
- 1 green bell pepper, diced

- 1 brown onion, diced
- 1 large tomato, diced
- 1 clove of garlic, pressed
- 1 teaspoon of oil (canola or olive oil)
- Salt to taste
- Black pepper to taste
- ½ - 1 cup of water
- 1 bag elbow macaroni
- Cornstarch to thicken sauce

In a large pan, combine the diced oil, pepper, onion, salt and pepper and sauté until translucent. Then add tomato and garlic and sauté for another 4 - 5 minutes.

Then add chicken and stir; cook covered for 10 minutes. Chicken will release juices.

Uncover and add paprika and stir; add water just to cover chicken. Cook covered until chicken is done. This should take 45 minutes or so.

When done, remove chicken and add a mixture of cornstarch and water (1 teaspoon to 1/2 cup of water) to thicken sauce. Add chicken back to pot.

Serve chicken and sauce over cooked macaroni, and with a side of cucumber salad.

Welcome new members!

Danny Hayes is Electronic Resources Librarian at **Morgan Lewis & Bockius**.

Alejandra Hernandez is Administrative Coordinator at **Loyola Law School**.



Steven Zadravec of Jones Day, keynote speaker of the 46th Annual SCALL Institute, and chef extraordinaire.

Jennifer Morley is Competitive Intelligence Librarian at **BlankRome**.

Yehoshua Plotke of Santa Barbara.

Welcome returning member!

Sherry Mohr is Research Librarian at **Arent Fox**.

Any corrections, changes, or additions to your membership information, as well as any announcements for Membership News, should be sent to:

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Treasurer's Report

By Caitlin Hunter

SCALL Balances

Bank Balance as of March 25, 2018	\$ 58,678.52
PayPal Balance as of March 25, 2018	\$ 4,029.79
Total Balance as of March 25, 2018	\$ 62,708.31

Committee Income and Expenses Since July 1, 2017

Committee	Budget	Income	Expenses	Budget Balance
Archives	\$100.00	\$0.00	\$0.00	\$100.00
Awards	\$400.00	\$0.00	\$328.88	\$71.12
Board	\$4,000.00	\$0.00	\$815.28	\$3,184.72
Government Relations	\$400.00	\$0.00	\$0.00	\$400.00
Grants	\$6,000.00	\$0.00	\$609.00	\$5,391.00
IT	\$1,000.00	\$0.00	\$0.00	\$1,000.00
Institute	\$12,000.00	\$19,769.46	\$2,407.16	\$29,362.30
Inner City Youth	\$5,000.00	\$200.00	\$0.00	\$5,200.00
Library School Liaison	\$5,000.00	\$0.00	\$0.00	\$5,000.00
Membership	\$2,800.00	\$5,160.00	\$2,241.58	\$5,718.42
Newsletter	\$300.00	\$750.00	\$0.00	\$1,050.00
Professional Development	\$1,000.00	\$0.00	\$0.00	\$1,000.00
Programs	\$3,000.00	\$3,008.00	\$3,226.98	\$2,781.02
PALI	\$150.00	\$0.00	\$0.00	\$150.00
Public Relations	\$300.00	\$0.00	\$0.00	\$300.00
Secretary	\$1,000.00	\$0.00	\$600.00	\$400.00
Treasurer	\$500.00	\$0.00	\$121.22	\$378.78
Totals	\$42,950.00	\$28,887.46	\$10,350.10	\$61,487.36

Submission Deadlines

The SCALL Newsletter team welcomes submission of any articles of interest to the law library community. Contact Christina Tsou, SCALL Newsletter Editor: ctsou@law.uci.edu

All submissions should be received by:

May/June 2018	May 7, 2018
Sept/Oct 2018	September 10, 2018
Nov/Dec 2018	November 12, 2018
Jan/Feb 2019	January 14, 2019
Mar/Apr 2019	March 18, 2019

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