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MONTGOMERY COUNTY
PARALEGAL ASSOCIATION

PRESIDENT'S MESSAGE: BURNOUT

BY NANCY PIECHOTA

I have worked in the legal field for 44 plus years, working at three firms throughout the decades. Two firms were in Wisconsin and the third one is here in Pennsylvania.

My work in all three firms was and is very stressful. As we all know, working in a law firm cannot only be stressful but emotionally and physically draining, and not the most pleasant work environment to be in at different times. I am sure that the areas of law in which we work can certainly determine how stressful our jobs are, but working in any type of law has its stressful times.

One afternoon, on the weekend, I sat down and listened to a podcast on Paralegal Burnout sponsored by Paralegal Bootcamp. I enjoyed the podcast and was interested when they listed the ways you can determine whether you were suffering from burnout at work. I started taking notes, and when I had written down the examples of burnout, I found that 95% of the list applied to

me. I was surprised because I never thought about burnout myself. This podcast has really opened my eyes and led me to believe that I was suffering from burnout. I sat in disbelief that I was a victim of work burnout. At that moment, I convinced myself that I would listen to all of the tips on reducing stress and burnout and try to apply them to my everyday working/personal life. I wrote all of the tips down and have them posted at my work desk and my home desk as well. I read them every day.

One way I decided to reduce stress was to take better care of myself. When I get home at night, I go for a walk. Although I am not able to walk too far since I have just started walking recently, I find that when I return home from my walk, I am feeling refreshed and stress-free. I have walked the stress away.

The podcast also listed “setting time boundaries” as being so important. I have made a point recently to leave the office as close to my normal hours as possible. Sure, things come up that you have to stay at the office for, but I try to get out right on time so that I can get home and take my “stress” walk. Because setting time limits on your workday, when possible, helps to keep a more stress-free work/home life balance.

When setting boundaries, leave work at work. While I have a very hard time doing this, I have made a conscious effort to distance myself from the office while at home. There are times that I need to work from home to finish something for an attorney or do some electronic filings. However, I try to keep reminding myself that once I do those things, then I am done. I try not to get into answering e-mails, finding other things that need to be done, etc. This is a hard thing to do and a challenge to accomplish, but it is worth it. Keep the office at the office and your home life at home!

Technology can also aid in the prevention of burnout. Set an alarm on your computer or other technical device to let you know when it is time for lunch and when it is time to leave the office. We all know that when we are busy, time gets away from us. This occurs on a daily basis for me. Lunch is long gone when I realize I have not eaten yet and it is almost time to go home. Make it a habit to eat lunch or get away from your desk during your lunchtime. The work can wait and you will have less stress when you come back. There are things like a meditation app that you can use to listen to soft music or sounds to help you tune out the things that stress you out. Everyone needs to find something that helps you to breathe, disconnect, focus, and find a solution to keeping your stress level down. As hard as it is, take time for yourself. Most people do not put aside time in their busy lives to doing something just for themselves. We are so busy with our jobs and family. Somehow, we need to carve out that time just for ourselves. If we do not find this time for ourselves, this can contribute to burnout. Go to the gym, go shopping, cook a good meal, take a walk, and listen to some music in a quiet space – whatever works for you.

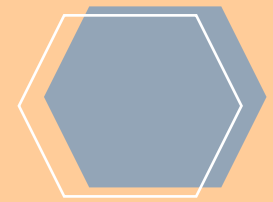
While most people do not realize that they are suffering from burnout, I recommend you listen to the podcast from Paralegal Bootcamp and be ready not only to be surprised by learning that you are probably burned out, but for some helpful tips to learn to live stress-free.

Bottom line is that we need to try to focus on ourselves first. Most of us are guilty of thinking of everyone else but ourselves. Jobs, kids, sports, and household chores all seem to come before us. We all should try to limit the stresses in our everyday lives, including work. Take that lunch, go home on time, limit your exposure to work when at home and give yourself a chance to breathe.

Wishing you all a healthy, safe, and stress-free end to 2022!



MEET THE CANDIDATES



Kelly A. Bresadola

Kelly A. Bresadola has been a paralegal at State Auto Insurance Company since 2015. She does insurance defense work and worker's compensation. Kelly has been a member of the Montgomery County Paralegal Assoc. for 4 years and part of the planning committee for the last 3 years. She lives in Montgomeryville with her husband and 2 of her 3 children.



Kharissa L. Donahue

Kharissa L. Donahue is a Litigation Paralegal at the law firm Kane Pugh Knoell Troy & Kramer, LLP. She recently graduated from Bryan University with a degree in Paralegal Studies in 2021. Kharissa's experience is in motor vehicle accidents and personal injury law. She lives in Pottstown, with her two cats where she mainly reads and gardens.



Victoria Molloy

Victoria Molloy is a paralegal at Eastburn & Gray, PC, in Doylestown, PA. She graduated from Manor College and received her Pa.C.P. Certification in 2012. Victoria has spent the last two decades primarily working in Bucks County; however, she has also supported attorneys overseas while living on a military base. Victoria's experience has a broad range and is not limited to having supported attorneys who litigate and practice estate planning, employment discrimination, municipal, school, and special education law. She lives in Montgomeryville, with her husband, two sons, and sweet, bowtie-wearing dogs.

****The election meeting will be held in combination with the CLE scheduled for November 16, 2022. See page 5 below, to register.****

WE NEED YOU



Having members with the right skill set helps an organization achieve its strategic goals. Are you a paralegal who would like to give back to your peers? There are several committee member openings as well as an upcoming election for Directors; if you are interested, please feel free to reach out to any of the Officers for more information.



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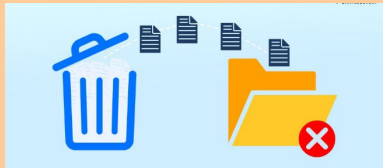
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UPCOMING NOVEMBER CLE...



Avoiding Inadvertent Disclosures of Privileged Information and Preserving and Destroying Files

Presented by: Andrew M. Lamberton, Esquire, a partner at Kane, Pugh, Knoell, Troy & Kramer, LLP.

November 16, 2022, from 12-11 pm via ZOOM

Register at: <https://us02web.zoom.us/meeting/register/tZEIcOgggDkrHdGfXfOpCzgbYu8kdNEdV8sv>

*****Applying for approval of CLE 1.0 (E) by NFPA and Keystone Alliance*****

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Tara Dyson, Bucks County Community College
Melissa Baine, A. Victor Meitner, Jr., PC
Taylor Hebert, Montco Elder Law, LLP
Anissa Mitchell, Associate Member
Jeffery Saputelli, Associate Member
Nina Armone, Kane Pugh Knoell Troy & Kramer
Trisha Rooney, Voting Member

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EDITOR'S CORNER



What I am "THANKFUL" for as a Paralegal

by Victoria Molloy

During this annual season of reflecting on the good things in my life, I thought it appropriate to also include some work-related items in the list this year:

- Client interviews that go smoothly;
- Witnesses that are easily found;
- Research that is within our plan;
- Files that remain organized;
- Redlining that does not disturb formatting;
- Depositions, interrogatories, and testimony that are easily summarized;
- and most of all,
- Attorneys that treat you like part of a team.

Do you have an article that could be published in an upcoming newsletter? Please contact me at vmolloy@eastburngray.com

PA STATE COURT UNIFORM FILING SYSTEM

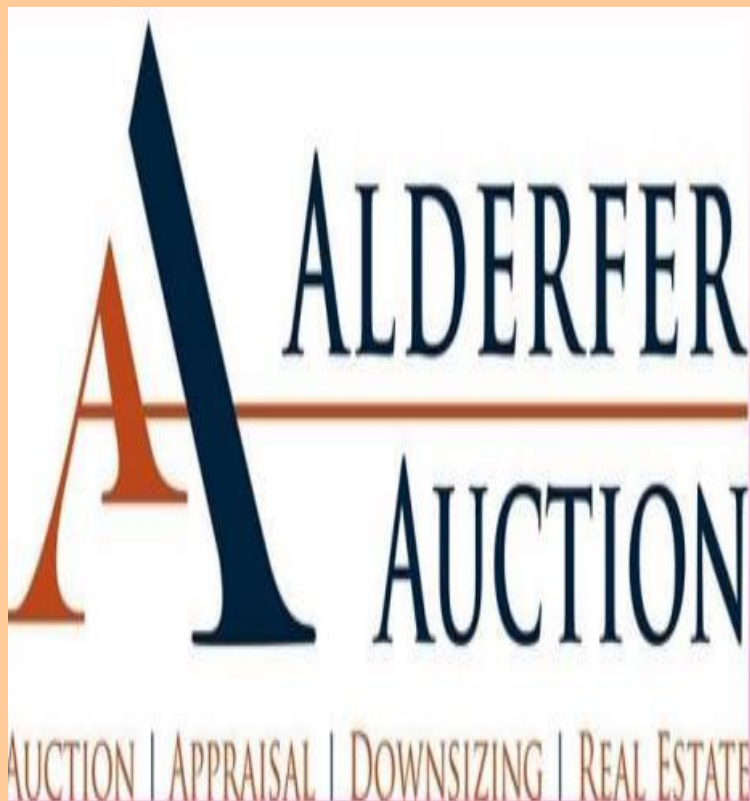
By Jennifer Kozlowski

Electronic filing is a great convenience in many ways. It eliminates the need to make all those copies, request a check, find a courier (or go to the courthouse yourself or even the attorney going), pay for parking, or mail and wait for timestamped copies to come back. Now timestamped documents (or rejections) are received quickly and can easily be filed and served on the same day.


However, few law firms work in only a single county. The counties use different e-filing software and have their processes. Do you need a coversheet for each filing? Are exhibits attached to the pleading or in a separate file? Are briefs filed with the memorandum or as a separate filing altogether? Hopefully, some relief is coming. Pennsylvania Superior Court Judge Carl Solano has helped start and co-chairs the recently formed PBA Task Force on Statewide Electronic Filing and Retrieval. Along with PBA President Jay Silberbalt, they hope to develop a uniform system similar to what is already being used for Pennsylvania's criminal and magistrate courts.

There is no timeframe set as to when the final product may be implemented, as there are many hurdles to clear. For one, getting all 60 counties onboard when they are currently operating independently. Another obstacle is the finances—substantial money has already been spent on individual e-filing systems, who will pay for the implementation and operation of the joint system, and how.


Although it may be a long process, it will be a welcome streamlined one that should save us time and frustration. We will try to keep you posted on the progress of this system.



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OFFICERS



Nancy Piechota, Pa.C.P. — President (2022)

Mannion Prior, LLP

MCPAPres@gmail.com

Nancy is a Certified Paralegal at the law firm of Mannion Prior, LLP in King of Prussia. Nancy sits on the Board of Directors and also serves as Chair of the Marketing Committee. She was the past Vice President of Keystone Alliance and is the Primary Delegate to the Keystone Alliance for Montgomery County Paralegal Association. Nancy also served as the past President of the MCPA.



Tracey Barnes, Pa.C.P. — Vice President (2022)

Dischell Bartle & Dooley P.C.

MCPAvp@gmail.com

Tracey is a Paralegal at the law firm of Dischell Bartle & Dooley P.C. in its Lansdale office. She has been an active member since the organizations inception in 1999 and has been a Board Member, Secretary, Treasurer, and President. She is currently the Keystone Alliance of Paralegal Associations Credentialing Chair. In 2017, she was appointed as the CLE-Associations Co-Coordinator for the National Federation of Paralegal Associations (NFPA).



Trista Davis, Pa.C.P. — Treasurer (2022)

Stradley Ronon Stevens & Young, LLP

MCPAbursar@gmail.com

Trista is an Trust and Estate Paralegal at Stradley Ronon Stevens & Young, LLP in its Malvern office. She attended Central Pennsylvania College completing the Paralegal Program and graduated in 2009. In 2014, she received her Pa.C.P. certification through the Keystone Alliance of Paralegal Association. Trista lives in Douglassville with her husband and son.



Jennifer L. Echikson, Pa.C.P. — Secretary (2022)

Dischell Bartle & Dooley P.C.

MCPAsteno@gmail.com

Jenn is a Family Law Paralegal at the law firm of Dischell Bartle & Dooley P.C. in its Lansdale office. She graduated from Peirce College in 2009 with a Bachelor of Science in Paralegal Studies. She became a certified paralegal through the Keystone Alliance of Paralegal Association in 2015. Jenn is on the planning and outreach committees for the MCPA and is also membership chair of the Family Law Paralegals of Pennsylvania.



Noreen Messmer, Pa.C.P. (2022)

Noreen is a Paralegal with the law firm of Ford & Buckman, P.C. in Blue Bell and has worked with Sarah Ford, Esquire for over 40 years. She has been a Board member since 2010 and also serves on the Hospitality/Planning Committee. Noreen lives in Blue Bell and is the mother of three and Nana to three granddaughters.



Jennifer Kozlowski (2023)

Jen is a Paralegal at the Law Offices of Leo T. White, LLC, specializing in estates and real estate law. She earned her Associates Degree in 2011 from LCCC's Paralegal Studies Program. Jen has also previously worked in litigation, municipal law, and juvenile dependency. She joined the MCPA in 2020 and has been on the Board since 2022. She has recently taken over the roll of Co-chair of the Planning Committee. Outside of work Jen is the mother of 2 boys, wife and best friend to Andy, and dog-mom to Ruby.

Dana Jorna, Pa.C.P. (2023)

Dana is a Paralegal at the law firm Kane Pugh Knoell Troy & Kramer, LLP. She has been a member of the Montgomery County Paralegal Association since 2013, and a board member since 2018. More recently, she has become the MCPA's Job Bank Coordinator, and co-chair of the Community Outreach & Pro Bono committee. Former President 2020-2022.



RESIGNATION



Lisa Lagreca, Pa.C.P. (2022)

We wish to convey gratitude from the Montgomery County Paralegal Association's Board; thank you, Lisa, for your contributions on behalf of fellow members; specifically, for having helped with past newsletters.

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