

Arizona Notes

Arizona Court Reporters Association

Volume 40, Number 3

Fall 2012

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ACRA Fund Raising Raffle

Win the newest Apple product, the iPad Mini
16GB WIFI

Tickets are \$10 each and can be purchased at
www.acraonline.org in the online store.

Drawing will be December 14, 2012 at the ACRA
Happy Hour in Phoenix, see page 10 for details.



ACRA 2012 Distinguished Service Award Winner— Jennifer Schuck

*Presented at the Annual Convention in
September by Doreen Sutton*

I'm here to present the Distinguished Service Award for 2012. Diane Sonntag, when she was chair of the DSA committee, was not surprised to see the recipient of this year's award receive more nominations for DSA than any other nominee. As Diane cannot be in attendance today, here are her words paraphrased: Our recipient is, in a few words, an amazing person and reporter.

This reporter is incredibly generous with donating time and services to support CART work, as well as court reporting, donating time to put on CART seminars and fundraisers, and has taught many CART seminars for NCRA as well. This reporter also has a huge interest in our students and has been a mentor and even a teacher to many over the years. This reporter consistently uses a really bad day as an opportunity to rise to the challenge and improve as a writer; and an awesome writer she is.

This reporter has attended many meetings of the ACRA board as CART representative. She chairs the CART Community of Interests Committee for NCRA and sits on the realtime test committee for NCRA. She has received medals at the NCRA realtime contests and

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This ACRA board wants to be inclusive, not divisive...

President's Message

Greetings All!

In my first address to the membership, I'd like to start by telling you all how enthusiastic I feel about the year ahead and look forward to this opportunity to serve. We had our first board meeting last month. We have several new members who are equally enthusiastic and brought to the table some fresh, new ideas.

We seem to be a passionate group about a variety of issues: student mentoring, more effective fundraising ideas, and - OF COURSE - the ubiquitous pursuit of increasing membership. We want to make ACRA relevant for ALL of you and, quite frankly, fun to be a part of. For example, one of the fundraising ideas being kicked around would be a trivia night where members buy tables or individual seats, bring their own food and drink and play some form of trivia, whether it's court reporter related or just the way it's played in some of the local clubs.

We're also staying very active and will ALWAYS have a presence with what our licensing board is up to. Mark Wilson is the new "head guy", for lack of a better term, and seems a little more user friendly when it comes to ALL of our issues with which the board is faced. Our lobbyist, John MacDonald, has worked with Mark in the past and assured me he's smart and a great guy to work with.

This ACRA board wants to be inclusive, not divisive.....and we're working very hard to that end. I want you, once again, ALL to feel that ACRA is not a governing, policy-setting organization, but here to serve the membership in any and all ways we can. I want you to feel welcome to contact me any time about any concerns you have. I have an open ear at all times. Let's all come together to make a bigger, better, stronger ACRA. I truly believe it will better serve our profession.

Be careful out there!

Laura Ashbrook
ACRA President

BOARD OF DIRECTORS

President - Laura Ashbrook

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Seminars - Diane Donoho

CRR Testing - Erica Grund

DSA - Doreen Borgmann

Fund-raising - Marty Herder

Legislative - Marty Herder

Membership - Rachelle Young

Mentoring - Diane Donoho

Nominations - Karen Kahle

Pro Bono - Cyndi Morris Crowe

Public Relations - All Board Members

Recruitment - All Board Members

RPR/RMR Phoenix - Scott Coniam

RPR/RMR Tucson - Kathy Fink

Third-Party Control - Pam Griffin

DSA, continued from cover

has placed third at Intersteno in the realtime contest.

These are my words: It's about time. This reporter is enthusiastic and professional and loves what she does. She has more energy than I personally have seen in a while, although she is a few years younger than me. Most importantly, she is a person of integrity, honesty, and a heart the size of Texas.

We first met at an ACRA meeting, I believe -- the memory's not what it used to be. And through the years I have worked for her and with her, I have commiserated with her as she let me vent, received and valued her advice, and developed the utmost respect for this wonderful person. She is an amazing reporter and a wonderful person who I am proud to call my friend and I cannot think of anyone more deserving for this distinguished service award than Jen Schuck.

JEN SCHUCK: And I was all nervous for my session that's after lunch. I didn't know I had to speak before then. There's going to be a lot of "ums" because I wasn't expecting this, and for those of you who don't know me, I'm a crier, and I'm just without words here today 'cause I was not expecting this; I never expected to receive such an award. And it just gives me extreme pleasure to receive it from my good friend, Doreen, because I nominated her for this award. I do what I do because I love what I do. And working for people who are deaf and hard of hearing, captioning television, providing CART gives me great pleasure. And as you'll find out after lunch, I work in a high school most days, but I do a lot of other stuff, too. And I have recently found in the last six or seven months that I walk through the hallways with my cart of equipment with a smile on my face.

I was a freelance reporter for 12 years before I transitioned and I truly enjoyed sitting in depositions every day. So I truly love this profession and I love giving back. I love supporting students because we need them. And without them, ACRA will not exist and this profession will not exist and so we truly need to encourage students to get through school and to get out there and we need to share our wisdom with them. That is my true personal opinion, that without students and new blood in this profession, we will cease to exist.

And now I'll step down off my soapbox. I just want to say thank you because I did not see this coming and don't know how much more I have to say other than thank you very much.

NCRA UPDATE

By Doreen Sutton, from the Annual Convention Business Meeting

Hello there. Oh, you're eating. I'm old; I need glasses. Well, this is the NCRA update. My first time, so bear with me.

Thank you for letting me sort of invite myself here to be part of this installing of officers. For those of you who don't know me, I'm Doreen Sutton and I live here in this great state. I was recently installed as an NCRA director and have a small freelance firm in the Scottsdale area. This is my opportunity to share with you what's been happening recently at the national level.

Just last month NCRA held its annual convention in Philadelphia. I am confident in saying that it was one of the most upbeat and positive conventions we've had in years. The seminars were fantastic and the sense of camaraderie was strong. President Tami Smith and your NCRA board send their regards for a successful convention and year. On June 1st after an exhaustive and thorough search, NCRA welcomed their new executive director and CEO, Jim Cudahy. Jim brings energy and freshness to NCRA, and our profession welcomes him with open arms. Our new executive director is not the only thing new at NCRA. NCRA has a new image and direction. Last fall NCRA unveiled its updated logo and website.

The NCRA board will soon undertake the task of developing the strategic plan which will carry our association forward. Our strategic planning process will be centered on the results and priorities gathered through the Writing Our Future initiative. I'd like to update three of the top priorities. Number one: Sustained focus on getting all reporters to write realtime. NCRA will engage in a concerted effort to encourage all stenographic reporters to become realtime capable. Oh, and were your ears burning? NCRA was very pleased with the turnout and the resulting new membership from the TRAIN presentation at the Maricopa County Superior Court. We were bragging on you all week. Number two: Engage with laser-type focus and sustained multifaceted campaign to promote the value of stenographic court reporters to key influences and consumers and the legal community with realtime capability obviously vital. And, number three, near and dear to my heart, engage in a systematic

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and sustained campaign to get more qualified students and teachers into court reporting programs with newfound purpose placed behind raising graduation rates. I would like to briefly touch on each one of these priorities.

The NCRA board appointed a grassroots realtime task force and out of such TRAIN was born. TRAIN, Taking Realtime Awareness and Innovation Nationwide, is working; it's making a difference and will continue to grow with every reporter making a change to strive for the future. Next is building a wider recognition of the court reporting profession, our abilities, our skills, our worth to our clients, and, most of all, to the general public. Over the next year we will continue to work with our current alliances, including the hard of hearing and deaf communities.

In addition, NCRA will be spreading the word near and far about court reporting week, a week dedicated in February of 2013 to honoring the court reporting profession and empowering each of us to go out and make a difference for our profession. This leads me to the third priority: Getting new students into our schools and graduating those students. With a goal toward educating and promoting our profession, highlighting what we have to offer above all other options, we need to be able to have qualified working reporters in the field to meet the demand.

Just last month in our meeting, the NCRA board approved the Schools and Student Aid Initiative providing not only financial resources to aid current schools in their recruitment efforts and to sustain their current reporting programs, but also the board approved the creation of a task force to move forward investigating and finally determining the best approach to graduating court reporting students.

President Tami Smith will be working with individuals ultimately selected for this task force to present the board's and the membership's request for this process and to lay out the sustainable timeline in achieving success for the entire court reporting community.

Let me talk briefly on the National Court Reporters Foundation. The Foundation is focusing its activities on four program areas. The Legal Aid Program facilitates the education of the legal profession through seminars about the role of the court reporter. NCRF has developed a presentation, complete with handouts, that can be

customized by you for use legally at bar associations, law schools, paralegal groups, and more.

Areas of focus for NCRF that continue to be a main objective are the oral histories program, the student initiatives program, in which NCRF funds prospective court reporters through several scholarships and awards -- one recipient is right here in Arizona, Kelly Hall. Is Kelly here today? Kelly Hall, she was one of the -- okay -- as well as paying for student membership to those who transcribe two histories under the oral histories program.

And the fourth major focus is the CART services program, which provides access for deaf and hard of hearing individuals via webcasts and online events, thus showcasing CART services to tens of thousands of individuals while providing vital access.

All this is made possible through the amazing support of NCRA members who donate time and money to these great causes. Major fundraising campaign efforts since 2005 have recruited members to become NCR Angels. Are there any NCR Angels in the room today? Nope. Past, that's great.

As a close, I'd like to challenge you all to become involved in our associations, state and national. Our future is dependent upon each and every one of us in this room, as well as our fellow reporters, captioners, CART providers, students, teachers, and those who support our profession.

If you have not had the opportunity to attend a national event, please do so in 2013. You will never forget the uplifting events and rewarding experience, and they're all listed on our NCRA website.

Thank you for your time. Appreciate it.

Arizona Elections Mirror Those of Nation

By John MacDonald, ACRA Lobbyist

Across the nation this week, elections produced results both parties could like, though Democrats, largely because of President Obama's reelection and an increase in seats in the United States Senate, were generally the happier bunch. In Arizona's elections, the same was generally true, though the Arizona Legislature will remain under conservative Republican control.

From the standpoint of the Arizona Court Reporters Association, there were, thankfully, no damaging results.

Every two years, all 90 seats in the Arizona Legislature, 30 in the State Senate and 60 in the House of Representatives, are up for election. For the past two years, Republicans have held a "super-majority" of seats in both houses, allowing the Arizona GOP to dominate legislation, along with Republican Governor Jan Brewer. As a result of the redistricting process that occurred last year, many legislative districts were redrawn, and a number of changes were seen in the results of this week.

In the Arizona State Senate, Republicans gave up four seats. The GOP will now have 17 senators, along with 13 Democrats (the split was 21-9 the last two years). However, though the Republicans no longer have the "super-majority" of 21, they still maintain the majority and thus will be in charge of committees, leadership and the other functions of the Senate. (It takes 16 "yes" votes for any bill to pass. Therefore, any number of 16 or greater is a majority.)

The Arizona House of Representatives saw the GOP also lose four seats, down from a "super-majority" of 40 seats, to 36 heading into the 2013 session (there will be 24 Democrats in the House). Again, though, Republicans still have a clear majority (in the House, it takes at least 31 votes to pass any bill, so any number greater than 31 is a majority), meaning that the GOP will control committees and leadership positions.

(It should be noted that, as of "press time" for this article, a large number of votes remain to be counted statewide. The results of that counting could change a few legislative races in various districts. However, the type and number of potential changes will be minimal enough that the overall picture likely won't change much.)

One interesting note from this week was the election of Sen. Andy Biggs as the President-Elect of the Senate, the

highest position in that body. It was widely thought that current President Steve Pierce would be reelected by the GOP Senate caucus, but Sen. Biggs bested him by one vote in the overall count. Sen. Biggs is a staunch Republican conservative known for hard-line stances on both fiscal and social issues. His election as President will surely result in a more rigid adherence to conservative politics, at least for now. Many Capitol observers are anxiously waiting to see how this development plays out in the weeks and months to come.

The overall effect of these legislative elections on the Arizona Court Reporters Association remains to be seen, depending of course on what issues are most important to ACRA in the coming year. However, we can now expect a Legislature – certainly a Senate – that is resistant to increased government regulation of any kind, not interested in any new taxes or tax "breaks," and takes a relatively hard conservative line on social issues.

Here's looking forward to an eventful 2013!

Honoring All Who Served

By Marty Herder, ACRA President Elect

MY BIG BROTHER Bob enlisted at 17 and served our country in Vietnam. Eagerly walking in his shadow, I remember him being tall, broad shouldered and, like all the other kids on the block, admired his athleticism, leadership, and how he was always there for the little guy. Bob left home like most of our heroes: Eager, patriotic and in good spirits. He spent two honorable tours in combat as a teenager, then a young man, before becoming morbidly sick with malaria and typhoid, and other unknown illnesses. He was not supposed to survive. But through prayer, God's Grace, and dedicated medical staff, he came out of a coma, removed his yet-undated toe tag, and was shipped home weighing only 130 pounds, his yellow skin hanging off his skeleton. It was hideous. A soldier returned, but the brother we knew was gone, replaced by a shell of a man. He now WAS the shadow.

It took my brother many years to recover, and he has had to endure an entire lifetime of life-threatening physical maladies and multiple system failures from his exposure

to Agent Orange, disease, and combat. We as a family cannot remember a time that he hasn't been sick or suffering physically or emotionally since his service to our country four decades ago. His duty assignment today is battling nightmares, PTSD, and an inefficient bureaucracy, as he still endures the psychological scars of kills and destruction.

My hero has never given up, but he has struggled to integrate into a society that four decades ago spit on him, and that scoffs at the challenges he and other veterans face. He, like many of our heroes, struggles with a government that laboriously rations out benefits, medical treatments and procedures, as if he were begging for something unearned.

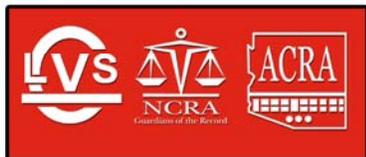
Sometimes we lose our heroes in one tragic moment. Other times we lose them slowly and tortuously over time.

Let us never forget their sacrifice.



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Dear Nancy

Dear Nancy: Is it customary when you work with a court reporting firm that you sign a contract with them, especially if it has a no-compete clause involved? What is a customary or average split with a court reporter? I want to be more informed and need some guidance.

Signed, Newbie to Business

Dear Newbie to Business: If I've learned anything in the last three decades, it's that reporter/firm owner relationships are as varied as love relationships. Look around at the lovers you know. Some jump from lover to lover looking always for that new excitement that comes with new beginnings; some couples live together but scoff at the need for a marriage license; some will ignore trouble signs and heedlessly walk down the aisle; some fiancés will avoid the stress of it all and elope; still others sign prenuptial agreements to protect themselves should anything go wrong in the marriage.

Think of your agency relationship as a love relationship. What kind should it be? Many firm owners will ask that you sign a contract. Think of it as a pre-nup, there to protect you and the agency, clarifying the details of your work relationship from the start. The contract is there for tax reasons as well. Firm owners must be very careful to classify their reporters correctly or risk government fines or penalties.

A good contract will specify whether you're an employee or an independent contractor, the agency/reporter split on billings, terms of payment (i.e., 30 days after invoice, upon payment to the agency), the non-compete expectation, to name just a few. Ask for the names of the senior reporters in the office; make that request a part of accepting work from a firm. It's those long-time reporters who can paint the best picture of what it's like to work with that agency. I happily give those references to prospective reporters coming to my firm.

As to a customary reporter/agency split, in my locale the norm is 70/30, but I've seen 80/20 and 50/50 splits. Why the disparity? It depends on what services the agency provides. Is proofreading or production included, are you

paid "up front" on your billings, are you offered reduced or preferred percentage splits based on your respective lack of experience or advanced credentials? Commission structures are as varied as wedding gowns. Find one that fits and "Make it work," as Tim Gunn likes to say.

It's never too soon to develop a professional relationship with an attorney and an accountant. Yes, I do mean both at the same time. I said *professional* relationship! And keep it that way or I'll be advising a relationship with a shrink! Ask your advisors to review how your finances are organized and help you with legal contracts before you regret a poor decision. Utilize their services to get all your affairs in order. When you're done, answer this: Why don't melons get married? (Answer: Because they cantaloupe.)

Dear Nancy: I am a new reporter working with a firm that takes 30 percent of my billings, including court work (the per diem as well as any transcripts I get.) I would not have the work without her, but have been told by other reporters that taking a percentage of court work is not right. Is it legal or fair to take a percentage out of my court work, or is it just supposed to be on my deposition work?

Signed, Order in the Court

Dear Order in the Court: Sounds like a standard 70/30 split arrangement to me. If so, that's the split, and it applies to everything -- depositions, trials, night hearings, arbitrations. It applies to attendance fees, per diems, drafts, and transcript orders, whether regular turnaround or expedite requests. It means the agency keeps 30% of everything. The only exceptions would be ones you negotiated in a verbal understanding or, better, in a written contract you have with the agency detailing your payment particulars.

That's why I am a proponent of written contracts. There are always gray areas in the absence of a contract. Take a look at my answer to Newbie in Business above, where I outlined some things you might expect to see in a court reporter's independent contractor agreement. In addition to specifying the details of a service relationship, the four

Dear Nancy, continued from page 7

corners of a contract will assist the parties should conflicts arise. If your agreement is oral, you and the agency must rely on memory. And we all know what that means! We court reporters spend our working lives recording folks' widely divergent memories of the same events! Written contracts bring a sense of trust to a relationship, and comfort in knowing it's all there in black and white.

Contracts don't have to be forever; they can be adjusted over time. If your 70/30 split has worked for years in a deposition setting, then you suddenly find yourself doing court work for the agency, you can review the contract and amend it as needed to cover what's new and different about working in court. The contract provides a vehicle for having that discussion.

We are pre-programmed, I think, to distrust contracts. We're taught that the big print giveth and the fine print taketh away. Contracts are good. We should use them -- but keep them simple -- and look to them as a guide for providing our services and as a watchdog to protect our income. Bright lines and strong boundaries create comfort in relationships. We should welcome them.

You can't anticipate every twist and turn of a working relationship, and often we're simply left with the good faith of the parties when a conflict arises. A good-faith discussion about a court reporting issue might include local custom and practice, input from your state association leadership, reference to NCRA's advisory opinions, or even a post to your favorite social network. It's important to seek help from respected professionals.

Differences of opinion happen even among good people. Thomas Jefferson wrote about these matters, and I think his wisdom, as always, is worth quoting: ***In every country where man is free to think and to speak, differences of opinion will arise from difference of perception and the imperfection of reason...Every difference of opinion is not a difference of principle.***

Nancy Varallo RDR/CRR/FAPR, owner of Court Reporting Management Services, LLC, offers customized business and office management services to court reporters and reporting agencies. Nancy has been a court reporter since 1979, and has trained hundreds of court reporters, and fielded thousands of questions from reporters. Please ask your question at www.dearnancy.com.

Make it Meaningful

The National Court Reporters Foundation (NCRF) urges all members of NCRA to honor our nation's veterans this November by honoring their service from Veterans Day through Thanksgiving by participating in a *Make It Meaningful* activity. There are so many things we can do to say, **Thank You:**

- ◆ Fly an American Flag at your home or business.
- ◆ Observe a moment of silence, remembering those who have died defending the cause of freedom.
- ◆ Write a letter to a soldier who is currently serving our country and give thanks to them. For an address, go to www.anysoldier.com.
- ◆ Create a Thank You Board in your workplace, where staff can write notes of appreciation for the veterans in your organization.
- ◆ Make an effort to interview a veteran in your family, community, or workplace for the Veterans History Project (VHP) at the Library of Congress. You can find information on VHP by going to www.ncra.org/foundation, and click on Oral Histories.
- ◆ Request a pre-recorded interview of a veteran to transcribe for VHP by contacting Beth Kilker, NCRF's Oral Histories Coordinator, at bkilker@ncra.org, or calling 800/272-6272, ext. 174.
- ◆ Each veteran – and each story – is important. Thank you for participating in the Make it Meaningful initiative.

For additional information on NCRF's programs, call toll-free on 800/272-6272, or e-mail msic@ncra.org.

Retired Judge Edgar Acuña

By Kim Smith

Retired Pima County Superior Court Judge Edgar Acuña died at his home early Tuesday, October 30. He was 64.

Family and friends remembered Acuña as a loving family man who intimidated younger attorneys in the courtroom, but was always fair.

"We're obviously all heartbroken," said Judge Richard Fields. "Ed always had this gruff appearance, sort of like George Patton. A lot of people used to be afraid of his mannerisms, but he was as soft as he could be on the inside. He was intelligent and considerate."

Acuña grew up in Westminster, Calif., and obtained his bachelor's degree in business administration from the University of Arizona. He received his law degree from Western State University College of Law in Fullerton, Calif. He spent time in the Arizona Attorney General's Office, Pima County Legal Defender's Office and in private practice. He was an associate faculty member at Pima Community College and became a court commissioner in January 1993.

In December 1996, then-Gov. Fife Symington appointed him to the Pima County Superior Court bench, and he retired Sept. 30, 2011.

Gloria Acuña, who was married to Acuña 39 years, said his three grandchildren were "his everything."

"He was loyal to his family and friends, and he was a hard worker," Acuña said. "He started out with nothing and built what we had."

When their two children were small, the judge coached their son's baseball team, Gloria Acuña said. Over the last 20 years they were involved in a golf group, and over the last 10 years they went on wine trips with another group of friends.

Her husband also enjoyed hunting and was a "great storyteller," she said.

Retired Pima County Superior Court Judge Frank Dawley called Acuña "the ultimate family man," but also remembered his sense of humor, his ability to poke fun at people in a nice way, his talent for cooking a "mean steak" and his love of Mexican culture.

Professionally, the judge was level-headed and always able to maintain his perspective, Dawley said.

Gloria Acuña said she could tell when her husband had a particularly stressful case, but he always tried to shield his

family from his work. She did know, however, that he became impatient with unprepared attorneys.

Former Assistant Pima County Public Defender CeCelia Valentine regularly appeared before the judge for more than six years. She called the Arizona Daily Star from her new job in Houston to express her condolences to the judge's family.

"He came across as really gruff to attorneys, but he was always fair and he gave a good trial," Valentine said. "He required everyone to be prepared and to be honest and to do your job. I always liked appearing in front of him."

Valentine remembers introducing her parents to the judge and him mentioning the fact she had probably warned them he was grouchy. Her mother covered for her and the judge never failed to ask about her parents after that, Valentine said.

In addition to his wife, Acuña is survived by his children, Alec and Andrea; and his grandchildren, Ayden, 11, Austen, 7, and Amaya, 2.

Contact reporter Kim Smith at kimsmith@azstarnet.com or 573-4241.

NCRA News

NCRA Board of Director nominations now open

In seeking the best candidates for the next Board of Directors, the Nominating Committee relies upon NCRA members who have an understanding of the qualities of leadership the Nominating Committee is looking for. A webinar orientation will be held on Tuesday, December 4, at 9:00 pm Eastern Time for anyone interested in seeking future Board service. This mini-orientation will give you a better understanding of the process and expectations of Board service.

NCRA is in the process of selecting qualified candidates to serve as officers and directors for 2013-2014. The deadline to submit your nominee is January 4, 2013.

Government Relations - Local Courthouse Safety Act of 2012

S. 2076, the [Local Courthouse Safety Act of 2012](#), was introduced by Senator Al Franken (D-MN) and Senator John Boozman (R-AR) in February 2012. This bipartisan legislation helps courthouses receive security equipment from federal agencies that are no longer being used as well as allocate existing federal funding towards courthouse security equipment and safety training for court security guards. The Local Courthouse Safety Act of 2012 has broad support from a wide variety of agencies like the National Association for Court Management, the National Sheriffs' Association, the Conference of Chief Justices, and the American Judges Association. NCRA looks forward to working with Congress to ensure the passage of this critical legislation to ensure that all courthouses have the security to protect not just court reporters, but all court personnel and all Americans who use the services provided at courthouses. For more information, go to the NCRA website at www.ncraonline.org.

Important Contact Information

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ACRA Website: www.acraonline.org
CR Office: (602) 452-3878
CR Website: www.supreme.state.az.us/cr

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 Karen Kahle
 (520) 740-3015

For advertising information, contact
 ACRA Administrator
 Robin Hirth
 (480) 496-4010

DEADLINES

Spring Issue - March 10
 Summer Issue - August 10
 Fall Issue - November 10

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Statements of fact, opinion, and all advertisements are made on the responsibility of the author or advertiser alone and do not imply an opinion or endorsement on the part of the officers or directors of ACRA unless specifically stated as such. ArizoNotes is the official publication of the Arizona Court Reporters Association, and is published quarterly. We encourage reprints of any materials contained in this magazine. Permission is not required, but a courtesy byline, and a courtesy copy of any publication which contains a reprint, is requested.

Dates to Remember...

December 14, 2012

ACRA Happy Hour/Raffle Drawing

Blue Hound at CityScape
 2 East Jefferson Street
 Phoenix
 4:00-6:00pm

January 26, 2013

ACRA Board Meeting

Tucson

February 1, 2013

2013 ACRA Membership Dues due

April 6, 2013

Midyear Seminar

Phoenix Marriott Mesa
 Mesa, AZ

September 14-16, 2013

Annual Convention

Embassy Suites Tempe