

# Scribae Legis

A Publication of NALS of Jackson County

March 2016

## 2015-2016 Officers

- President* Marion R. Stone, PP, PLS  
ADR Clerk  
312 S. Jackson Street  
Jackson MI 49201  
w- 517 768-8501  
mstone@co.jackson.mi.us
- Vice President* Christine Kloack  
2552 ...  
w- 517 513-8915  
ckloack@gmail.com
- Treasurer* LeeAnna R. Kloack, PLS  
...  
w- 517 764-1794  
leeannaklo@gmail.com  
and kloackjc@aol.com
- Recording Secretary* Jennifer G. Meade CER  
...  
w- 517 768-8551  
jmeade@co.jackson.mi.us
- Corresponding Secretary* Cierra Sowle  
Prosecuting Attorney's Office  
312 South Jackson Street  
Jackson, MI 49201  
w- 517 768-6817
- Director:* Erin C. Carr, PP, PLS, BBA  
c/o Marcoux, Allen, et al  
145 S. Jackson Street  
P O Box 787  
Jackson MI 49204-0787  
w- 517 787-4100  
ecarr@marcouxallen.com

## A message from Marion, the NALS of Jackson County President and Editor.....

Congratulations to our newly elected officers, and especially to Robyn and Kelsee for stepping up. Our next meeting is scheduled for Thursday, March 24, at 5:30 p.m. The meeting notice is included in this issue.

Marion R. Stone, PP, PLS



**MARCH BIRTHDAYS**  
**Mary Jo Skojec-March 5**  
**Jennifer Meade-March 10**  
**Loxci Motts-March 18**  
**LeeAnna Kloack-March 28**

# Minutes of the February 18 Meeting

## OF THE GENERAL ASSEMBLY OF NALS OF JACKSON COUNTY

The monthly meeting of NALS of Jackson County was held Thursday, February 18, 2016 at The Chase Sports Bar. President, Marion R. Stone, PP PLS, called the meeting to order.

Jennifer Meade, CER, Recording Secretary, took the roll call of all members present. There were 12 members present. (Majority = 7, 2/3 = 9)

**VICE PRESIDENT:** Christine Kloack - Spoke with Tracy Nothnagel about Law Day 2016 and having paralegal students attend.

**TREASURER:** LeeAnna Kloack, PLS - The financial report dated February 8, 2016 was distributed for review. There were no corrections to the report. It is filed subject to review. No invoices were presented for payment.

**RECORDING SECRETARY:** Jennifer Meade, CER - The minutes of the January meeting were published. There were no additions or corrections. The minutes were approved as published.

**CORRESPONDING SECRETARY:** Cierra Sowle - Report filed. Balance in Sunshine fund \$47.30

**DIRECTOR:** Erin Carr, PP, PLS - Standing Rules and By Laws have not been posted.

### COMMITTEES:

Finance: Jennifer Meade, CER and Cierra Sowle - no report  
Programs/Reservations: Robyn Winneroski - Installation March 24th. Location TBA

Website : Mary Jo Skojec - no report

Newsletter: Marion R. Stone, deadline the 1st of the month  
Raffle: Tickets \$1.00 each - deposit checking \$32.00

Christmas Basket: LeeAnna Kloack. LeeAnna Kloack, PLS - Report filed. \$750.00 donations received. Thank you letters sent to donors. Gifts and groceries were provided for two families.

Scholarship: Jeanette Carras. No applications so far

### NEW BUSINESS

Nominations: Mary Jo Skojec -  
Teller: Janette Carras

Election of Officers, Delegates and Alternates:

President:	Jennifer Meade, CER
Vice President	Cierra Sowle
Recording Secretary	Robyn Winneroski
Corresponding Secretary	Kelsee Bearinger
Treasurer	Erin Carr, PP PLS
Director	Marion R. Stone, PP PLS

Delegates:	Alternates:
Janette Carras	Cierra Sowle
Patti Clark	Erin Carr
LeeAnna Kloack	Pam Maynard

Motion for payment of registration fees for delegates/alternates: approved

Finance Table: 50/50 raffle

Annual Meeting Reports:

Ethics	Erin Carr PP PLS
Microsoft Word	Patti Clark
Exhibitor Lunch	Janette Carras
Litigation/Social Media	Cierra Sowle
Microsoft Outlook	LeeAnna Kloack
Estate Planning	Janette Carras
Annual Meeting	Marion Stone PP PLS
Certification Lunch	Erin Carr PP PLS
Awards Banquet	Pam Maynard
Fun report	Patti Clark

NALS of Lansing Member of the Year voting. Nominee #1

Financial Review: Mary Jo Skojec

Annual reports of Officers/Committee Chairman due by next meeting 3/24/16.

### ANNOUNCEMENTS

NALS of Jackson County Board Meeting - March 8, 2016  
NALS of Jackson County Installation - March 24, 2016  
NALS of Michigan Annual Meeting - April 8-10, Livonia  
NALS 64th Annual Education Conference - October 6-8, Murfreesboro, TN

Submitted by:  
Jennifer Meade, CER  
Recording Secretary



NALS OF JACKSON COUNTY

MONTHLY MEETING  
THURSDAY, MARCH 24, 2016  
5:30 P.M.



311 Louis Glick Hwy  
Jackson, MI 49201  
(517) 787 - 4367

Order off the Menu

PROGRAM:  
INSTALLATION OF OFFICERS  
AWARD OF SCHOLARSHIP

FOR RESERVATIONS CALL:  
Robyn Winneroski (517) 788-6290  
Or email [robyn.girodatmariefeldlaw@comcast.net](mailto:robyn.girodatmariefeldlaw@comcast.net)  
(Permanent reservation members-  
Please call if you are unable to attend)

## What makes a workplace healthy?

Michael J. Berens



Evidence keeps piling up that healthy workplaces produce big benefits for employers. Studies show offices and other work areas designed to enhance worker health and wellness not only reduce employee absences and reported illnesses, but also improve productivity and help to attract and retain employees.

Results differ, however, depending on the variety and extent of the changes. Designers and their clients need to be aware of which strategies will likely have the greatest impact.

Modifications and improvements that impact employee health and wellness tend to fall into one of two categories. One is what we might call "healthy." These are factors that can be controlled to prevent employee illness and injury.

Among those shown to be effective are:

- increased daylighting
- elimination of toxins, allergens and other substances that affect indoor air quality
- reducing environmental noise
- use of natural materials
- switching to more ergonomic furniture

Post-occupancy studies of buildings that incorporate these elements have found reduced levels of employee work-related illness, injury and absenteeism. A recent [article](#) on the website Phys.org reports that there is some evidence people are happier in these buildings, which in turn can increase worker productivity and, potentially, customer satisfaction.

The other group consists of enhancements we might call "healthful." These include active design strategies, such as providing employees with sit-stand desks, encouraging the use of stairs instead of elevators and adding areas for physical recreation.

Offering a variety of work environments, from open and collaborative spaces to private, quiet spaces, also encourages employees to move around more during the day and to reduce their overall sitting time. Such environments also encourage more employee socialization, which has been shown to improve mood, reduce stress and increase retention.

Experts consulted for an article in The Guardian say taking such steps to improve employees' physical and mental health can cause productivity to "go through the roof." In one instance, changes implemented during a retrofit "resulted in annual energy savings of about \$20,000, but the 6.2 percent improvement in perceived productivity was equivalent to \$300,000 in salary costs."

In a survey conducted last summer by Work Design Magazine and CORT furniture, 81 percent of respondents said the workplace environment is important to attracting top talent, and two-thirds (67 percent) had undertaken changes to their office spaces to make them more competitive and attractive to talent, such as increasing the variety of work spaces.

Yet many of these employers had done little to improve the overall health and wellness of their offices, other than switch to more ergonomic furniture. Nearly 9 in 10 (88 percent) said ergonomic considerations influenced their furniture choices and overall office design. And nearly two-thirds (64

percent) said they would be willing to spend an additional 5 percent to purchase ergonomic furniture.

At the time of the survey, however, only 20 percent had made adjustments in their offices to improve employee health and wellness, suggesting that employers are not yet fully aware of benefits to be gained from doing so.

How effective these changes are depends on how they are integrated into the overall work environment. Combining both healthy and healthful improvements will produce more positive results, provided certain other conditions are met. Employees are happiest and less distracted when they have some degree of personal control over their work environment.

In addition, employees must feel confident that the work culture supports their moving to different work locations during the day and, if applicable, taking time out for nonwork-related physical activity. Perceiving that their employer shows concern for their health and well-being, through the physical environment and company policy, provides the greatest boost to employee happiness and, thus, productivity.

**About the Author** -- Michael J. Berens is a freelance researcher and writer with more than 30 years of experience in association communication and management. He can be reached at [mjberens@mjberensresearch.net](mailto:mjberens@mjberensresearch.net).