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**Do Mobile Devices Make It Impossible to Disconnect from Work?**

## **Always On: 78% of Lawyers Say They Can't Disconnect from Work Because of Their Mobile Devices**

What drives our wellness-eroding culture of 24-hour availability? According to a recent Bloomberg Law survey, a big culprit is those flashing, pinging, buzzing devices we find so difficult to put down. Among the lawyers who responded, 78 percent either agreed or strongly agreed with the statement "I don't feel like I can disconnect from work because mobile devices mean I'm always available." High percentages of lawyers said they use their smartphones to work during non-work times, such as "while attending to personal matters" (88 percent) and "during travel for leisure" (78 percent). The most popular response was "other times I'm not at my desk" (89 percent)—which legal analyst Rachael Pikulski says could mean there's no time at all considered off limits for work. Do you see yourself in these responses? At [Bloomberg Law](#), Pikulski offers seven tips to help lawyers and others create boundaries and better manage their time.

## **Florida Bar Board of Governors Approves Recommendations Aimed at Diversifying the Board**

Late last month, The Florida Bar Board of Governors approved recommendations designed to help make the board more diverse. One recommendation was that the board Communications Committee initiate an education and outreach campaign to inform members, "including diverse persons," about board service and encourage them to run for seats on the board. Previously, a subcommittee of the Program Evaluation Committee considered term limits but found there was not enough evidence to suggest this would help diversify the board. Another idea was to reimburse travel expenses for board meetings, which can add up to as much as \$8,000 per year; the Program Evaluation Committee was concerned that this could be an inappropriate use of member dues. Among the recommendations approved last month were that presidents and presidents-elect be mindful of expense and inclusiveness when setting board meeting locations and that they take into account occupation and practice area representation when selecting people for non-voting liaison positions. [The Florida Bar](#) has more details about the recommendations and the process that led to them.

## **Essex County (Mass.) Bar Association Works with City of Salem to Help People Stay out of Housing Court, Avoid Eviction, Foreclosure**

The Essex County (Mass.) Bar Association and the city of Salem have launched a community program called the Housing Stability Service, which will include a hotline, a website, and volunteer lawyers working in two locations several days each month. The program will not provide legal representation or advice but instead will offer information and connect people with services to help prevent matters between landlords and tenants from ending up in Housing Court. [The Salem News](#) shares more information about the Housing Stability Service and how the bar and the city hope to help tenants and landlords avoid consequences such as eviction, foreclosure, and bankruptcy.

## **U.S. District Judge: Revised Pennsylvania Version of ABA**

## Model Rule Against Discrimination Violates First Amendment

Last month, for the second time, Pennsylvania's version of ABA Model Rule 8.4(g), which says lawyers must not "knowingly engage in conduct constituting harassment or discrimination" on several grounds, including race, sex and religion, was struck down by U.S. District Judge Chad Kenney in Philadelphia. In his ruling, Kenney said the version adopted last year by the Pennsylvania Supreme Court is too broad and conflicts with the First Amendment; in December 2020, Kenney ruled that an earlier version promoted a single, government-favored viewpoint and gave "handpicked arbiters" too much power to decide who and what was offensive. The rule was first challenged by Zachary Greenberg of the nonprofit Foundation for Individual Rights in Education, who says that even in its amended form, he could be subject to complaints based on presentations he gives about offensive and derogatory language. Learn more at [Reuters.com](https://www.reuters.com).

## Is Your Board Focused on Operational Details? Moving to Policy and Strategy Isn't Easy, but Careful Steps Can Help

When is maintaining "startup energy" not a good thing? When an organization grows enough to have a staff, but the board still thinks it has to manage (or micromanage) all the details. Recently, nonprofit expert Dr. Eugene H. Fram witnessed the board of an organization with an annual budget of \$10 million and a staff of 100 make a policy decision regarding the timing of an annual fundraising event—and then move on to discuss table locations and invitations. Fram says transitioning the board away from a focus on operations to a focus on policy and strategy can be difficult; it involves breaking old habits, and many board members feel most comfortable with day-to-day details. At his [Nonprofit Management blog](#), Fram shares a careful, step-by-step plan to help get the board out of the weeds.



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