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Creating an Effective Employee Wellbeing Program

Creating an Effective Employee Wellbeing Program

Workplace wellness is a priority at most organizations, but it can be challenging to implement a formal program addressing these concerns. Tara Davis, director of staff well-being and engagement at the American Psychological Association discusses that organization's employee wellbeing program, and the strategic thinking that serves as the foundation for their efforts. [Ragan](#) has additional details on how the program addresses hybrid work and simple changes to implement a healthy meeting culture.

California Mulls Advising Against Judge/Law Firm Social Events

The reverberations from the Tom Girardi scandal continue to bring about proposed reforms and changes to the practice of law in California. Following revelations that the now-disbarred attorney helped escape discipline by hosting lavish parties for members of the judiciary and select State Bar of California staff, the California Supreme Court's Committee on Judicial Ethics Opinions released a draft opinion that says California judges should not attend law office celebrations with free food and drinks. A footnote to the ethics opinion says judges may be able to attend bar association or legal education events sponsored by firms that are geared toward the improvement of the practice of law and the legal system. Learn more about this proposed opinion in the [ABA Journal](#).

The Latest on ChatGPT's Impact on the Practice of Law

Two New York lawyers face a hearing on potential sanctions after a court brief they submitted cited six nonexistent cases. As it turns out, ChatGPT invented the cases, and the lawyers' factchecking efforts did not uncover the mistakes. Should lawyers be mandated to disclose if AI was used to draft court pleadings? [Bloomberg News](#) has information on that and additional analysis from legal technology experts. In other AI-related news, a Ph.D. candidate at the Massachusetts Institute of Technology now says that GPT-4's bar exam performance that put it in the 90th percentile of test-takers has likely been overstated. Eric Martinez argues that the chatbot's performance on Illinois's February Bar Exam was inflated because the pool of applicants has a larger percentage of those retaking the exam after failing. According to his analysis, the GPT-4 would have scored in the 68th percentile against a recent July exam in Illinois. Read more in [Reuters Law](#).

Data on Associations and Their Approach to Hybrid and Remote Work

The Virtual Association Network recently released their 2023 Benchmarking Survey showing key issues association professionals should pay attention to depending on if their organizations are fully remote, hybrid, or considering making the change. The data showed that many organizations are struggling with engaging remote and hybrid employees and note that creating culture is prohibitively difficult with all remote teams. Compensation is also a hot topic. 41 percent base compensation on national norms, 32 percent base it on the location of the headquarters or mailing address, and 13 percent base it on where the employee lives. [Associations Now](#) has other key data about HR processes and views on workday management.





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