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Winter 2022

Washington Court Reporters Association News

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Stenographer

MY FIRST
LOVE
IS CAPTIONING

WASHINGTON RECOGNIZES Y - O - U !

Celebrating court reporters and captioners is something we're passionate about. Washington Court Reporters Association's looking forward to an exciting week of events organized to promote our profession, celebrate you, and bring awareness to the importance of our work as elite guardians of the record.

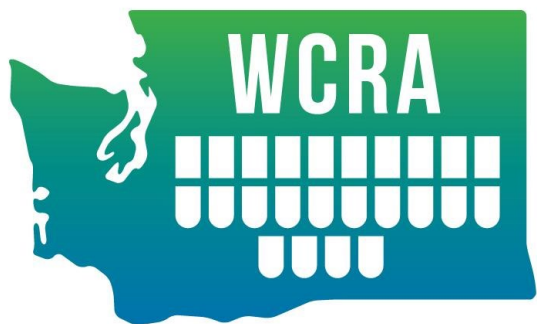
We've officially submitted a request to Governor Inslee to have February 4 - 11, 2023, proclaimed as Court Reporting and Captioning Week in the state of Washington.

Speaking of 2022, WCRA members created a beautiful video reading the proclamation, and we'll share it again for all our new members to enjoy. This week is all about you, your colleagues, and your chosen career. WCRA is actively recruiting the next generation of court reporters, so let's get out there and show the world how bright we shine!



(Pictured is the 2022 proclamation.)





Washington Court Reporters Association 2023 Court Reporting & Captioning Week

EVENTS & CELEBRATIONS
Various Prizes and Entertainment All Week

Participate on Facebook or LinkedIn to win individual prizes and be entered in the drawing for a \$50 gift card drawn February 11th!

- February 4** Reserved for Governor's Proclamation Signing Announcement
- February 5** Kicking Off WCRA's Virtual Scavenger Hunt
- February 6** WCRA Town Hall
- February 7** Thank your mentor(s)!
- February 8** GRC Student Spotlight
- February 9** Show off your setup! Whether virtual or in person, let's see how you operate.
- February 10** Virtual Show & Tell: Things that Make You Happy
- February 11** Winner of \$50 Gift Card Announced



Washington Courts Have Openings



Click on each box for more information and to apply.

Did you know official court reporters are both W-2 employees and independent contractors?

They are paid an hourly wage and given benefits for their official position, but all transcript production and sales are completely private. You set your rates, with the exception of indigent appeal orders.. Your transcript sales will depend on the docket you're covering, but those are not paid through an employer. You're responsible for all the billing, tax reporting, attorney correspondence, and collections, just as if you were in freelance. One major difference is you have an automatic assignment, and you don't have to pack and unpack every day! Officials often have ample time to prep their dictionaries using a joint trial management report prepared by the attorneys that makes sure you're prepared with proper spellings and briefs defined ahead of time.

Washington Court Reporters Association would like our best and brightest to apply to these critical positions and make sure every docket gets covered. If you live in an area and may be available to pro tem, please reach out to your local courthouse to see if they're open to that arrangement.

BENTON/FRANKLIN
COUNTIES
SUPERIOR COURT

KING COUNTY
SUPERIOR COURT

KITSAP COUNTY
SUPERIOR COURT

PIERCE COUNTY
SUPERIOR COURT

SNOHOMISH COUNTY
SUPERIOR COURT

SPOKANE COUNTY
SUPERIOR COURT

THURSTON COUNTY
SUPERIOR COURT

\$5,000 SIGNING BONUS OFFERED IN KITSAP COUNTY!

Washington's Phyllis Craver Lykken Recognized for a Career of Service



Reprinted with permission from [National Court Reporters Association](#)

Phyllis Craver Lykken, FAPR, RPR, has come a long way since she took a Gregg shorthand class in college over 40 years ago. Today she is a freelance court reporter and agency owner of Central Court Reporting & Video in Yakima, Wash. She has

also served as president of the Washington Court Reporters Association (WCRA) on three separate occasions and currently serves on the Board of Directors of NCRA.

Craver Lykken's long involvement with WCRA, and a presentation to the Washington State Bar Association (WSBA) to educate attorneys about compliance issues in 2018 led her to a review of rules related to taking depositions. "I noticed there was no direct language that would allow for remote oath administration in situations where the court reporter was not with the witness," she says. WCRA drafted language for a new Supreme Court rule, and by the time COVID-19 hit in March of 2020, the state's Supreme Court already had what it needed to put through an emergency order for a rule change.

This fall, thanks to her years of dedicated service and her work with the WSBA and the Supreme Court, Craver Lykken was nominated to serve on both the Character and Fitness Board and the Limited License Legal Technician Board of the WSBA.

"I believe being involved and passionate about the legal justice system and the roles court reporters play within it is what brought this all about," said Craver Lykken of the appointments. "I would encourage everyone to volunteer for your professional associations so you can help make a difference! It's rewarding, you establish life-long friendships, and your finger is always on the pulse of your chosen career path's health."

The JCR reached out to ask what this honor means to Craver Lykken and about her long career in the profession.

JCR | Congratulations on these two appointments. How did you feel when you received the news?

PCL | I felt honored to be considered for and appointed by the Supreme Court for these positions. I'm looking forward to serving in these roles and gaining a new perspective on various facets of the practice of law in Washington.

JCR | Can you explain what these two Boards do and what serving on them means to you?

PCL | A limited license legal technician (LLLT) is licensed by the Washington Supreme Court to advise and assist people going through divorce, child custody, and other family law matters in Washington. They consult with and advise clients, complete and file necessary court documents, and assist pro se clients at certain types of hearings and settlement conferences. They also help with court scheduling and support clients in navigating the legal system. LLLTs are well trained, experienced, and competent licensed legal professionals. If you cannot afford a lawyer, a legal technician might be an affordable option for your family law matter. The LLLT Board is responsible for developing and recommending to the Washington Supreme Court general policy for the LLLT license. I had the opportunity to recommend an LLLT for a young nephew and was incredibly impressed with how effective they were in helping him navigate a child custody issue. I think other states are also undertaking this licensure.

The Character and Fitness Board conducts hearings to determine whether applicants for admission to the practice of law can establish that they have the good moral character and fitness required to engage in the practice of law. The Board plays a significant public protection role by helping the Washington Supreme Court reach an opinion about whether applicants will be able to maintain those standards. In doing this, the Board conducts a very personalized hearing for each applicant and can be presented with evidence of significant prior or current misconduct and/or inspiring stories of rehabilitation. After reading the hearing materials and considering the testimony, the Board prepares written findings and a recommendation, which are submitted to the Washington Supreme Court for final decision and action.

JCR | You had a hand in getting the Supreme Court of Washington to issue an emergency order during COVID-19 to authorize remote oath administration. But this was in the works even before March 2020. Can you explain why this was important to you?

PCL | I believed a hole existed in court rules that needed to be filled to formally allow for certified court reporters to administer oaths remotely. It's something I pursued with our board of directors, our legal counsel, and then ultimately our board of directors voted to file for a general rule amendment to add the language to our court rules. No sooner had the GR been submitted and accepted for review by our Supreme Court than COVID broke out and nearly shut down legal proceedings across the state and around the country. I knew our proposed rule amendment had been published for comment, so I contacted WSBA's president at the time and asked for his assistance in getting an emergency order entered by our Supreme Court. Within approximately two hours, the WSBA Board of Governors had a letter emailed over to the Supreme Court and they immediately issued an order. Within the order they credited the WCRA for the quick action in bringing the order forward.

(continued on next page)

Phyllis Craver Lyyken Recognized for a Career of Service

JCR | How did you first learn about the career of court reporting?

PCL | I was studying Gregg shorthand in college, thinking about a career as a legal secretary. While in college, I obtained a job as a secretary for Clallam County and was asked to sit in and take meeting minutes for the Board of County Commissioners ... in Gregg. I wondered if there might be an easier way to capture the minutes, and the instructor for the Gregg shorthand class suggested I explore the court reporting profession. I enrolled the following year and fell in love with court reporting.

JCR | You have had a long record of service in your career. What motivates you to continue to serve?

PCL | I learn something new every day. I feel motivated each new day to give the world the best I've got and hope to encourage and convince others to participate in the advancement of court reporting as the best method of capturing the spoken word.

JCR | What does NCRA membership mean to you?

PCL | Belonging to NCRA brings continued growth, development, and seemingly endless vibrant connections to others within the field. I love being involved with others who are passionate about their profession and strive to keep themselves fresh and informed about technology. Together we are stronger. United we stand. I'm all for supporting state and national associations. They are our LIFEblood!

JCR | Why do you feel credentials are important?

PCL | Someone who undertakes credentialing shows their employers, their clients, their colleagues, literally everyone they come into professional contact with that they have the knowledge, the desire, and the skills to perform their professional service. It denotes to all that they reach higher.

JCR | Where do you see the future of the court reporting and captioning professions?

PCL | I believe both will stay in strong demand through my lifetime and beyond.

JCR | What advice would you give to someone who is thinking about entering this career?

PCL | Explore the best options available, stick with your program of choice, and practice four hours a day like it's your job! I did, and 42 years ago I was able to do it in 14 months. You will love it!

Phyllis Craver Lyyken, FAPR, RPR, is a freelance court reporter and agency owner in Yakima, Wash. She can be reached at phyllis@centralcourtreporting.com.

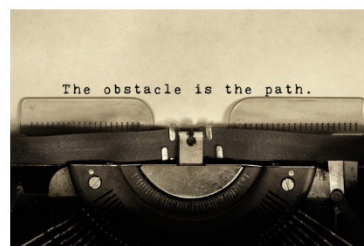
***Correction Notification.** In the Fall 2022 newsletter, it stated that Phyllis Craver was chosen to serve on the Board of Governors of WSBA. That should be corrected to state she was recommended by the Board of Governors to serve on the Character & Fitness Board and the LLLT Board. The Washington Supreme Court has confirmed the appointments. Apologies have been issued to WSBA and Phyllis Craver Lyyken for the misprint/misunderstanding.

WCRA celebrates Court Reporting & Captioning Week

We recognize Washington's certified court reporters as elite guardians of the record. The skills you've mastered have touched lives in ways not measurable in dollars and cents, as your work is vital to access to justice for all.

For our CART and captioning reporters, your work is recognized as equally vital and important. By providing access to Deaf/HoH individuals, you're providing an inclusive experience appreciated by all.

To our students, we encourage you through your journey and want to support you on your path to success. You are our future and we're excited you've chosen this career.



inspiring
each
other



B&A NOW OFFERS GUARANTEED PAY!

**For all invoices over 120
days with proof of orders**

**You did the work.
You earned the pay!**

**Why work for a firm that wants
you to be on the hook for their
slow-paying clients?**

**Contact us at:
management@balitigation.com**

WCRA Works for You!

Belonging to a professional organization has many benefits that go beyond the individual pride of association. We'd like to share a few of those perks to remind you and your colleagues that together we'll build a better future. We have strength in numbers and it's incumbent upon us, as professionals, to ensure standards are high and our members are informed on current issues and have a space to share their opinions and concerns.

- We employ a lobbyist to educate members of the legislature on the importance of keeping Certified Court Reporters in the courts and depositions in Washington.
- We are fighting companies attempting to introduce digital reporting in Washington.
- We sought a court rule amendment with the Supreme Court seeking to add language allowing for reporting remotely. That rule amendment was passed and became effective in 2021.
- We have a newly formed student outreach task force seeking to bring more people into our wonderful profession.
- We asked DOL and NCRA to recognize NCRA's RSR test as equivalent to Washington's CCR exam. After a great deal of effort was extended, that has now come to fruition, adding new reporters to our ranks in numbers that have not been seen in a couple of decades.
- We have a newly formed social media committee creating awareness of court reporting through multi-media posting.
- We are conducting an outreach to all judges across Washington to promote the benefits of certified stenographic reporting. We believe that has resulted in more judges seeking live court reporters in their courtrooms, including in King County.
- We have met with the WSBA Board of Governors to promote certified stenographic reporting, inform attorneys of contracting practices being undertaken by some agencies, new language and rules relating to notaries in Washington, and how to protect and secure their record.
- We filed a formal complaint with the Consumer Protection of the Office of the Attorney General calling out companies who are not in compliance with the Court Reporting Practice Act.
- We assisted attorneys in both King and Pierce Counties in successfully drafting motions of opposition when motions were filed seeking to allow for alternative means of capturing the record in depositions. In King County, the motion was denied. In Pierce County, the motion was withdrawn.
- WCRA is recognized across the United States as one of the toughest associations in keeping certified stenographic reporters at the forefront. This is due mostly to the efforts of your WCRA Board of Directors.
- We adhere to a strict Code of Ethics
- We are a powerful community
- WCRA advocates together to protect public interests

**Join Now or Renew to be counted
amongst your peers!**

coming together



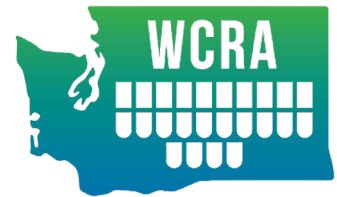
MEMBERS SAVE THE DATES

WCRA EVENTS 2023

MOTIVATE
inspire
COMMUNITY
G R O W T H

CEUs • **Networking** • Silent Auction • **On-Site Chair**
Massage • Free Headshot • **Good Food** • Excellent
Company • **Valuable Training** • Raffle Prizes

WWW.WASHINGTONCOURTREPORTERS.ORG



FEB 4-11

**Court Reporting &
Captioning Week**

APRIL 15

**Spring Conference
Live at Green River
College**

**Virtual Option
Planned**

**SEPT 30, 31,
& OCT 1**

**Fall Convention at
Lake Chelan**

**Virtual Option
Planned**

LEADERSHIP

Interested in serving your association? Our events are designed to inspire participation and we encourage you to volunteer for committee work to see if it's a good fit for you.

THE COURT REPORTER PODCAST

BRYNN C. R. SEYMOUR

Let's talk about court reporting!



LAUNCHING JANUARY 1, 2023

Coming Soon! The Court Reporter Podcast

"Supporting the court reporting world where all things steno come together to share resources, tools, and firsthand experiences that will help our listeners uplevel their careers, make more money and work less hours, eliminate burnout, stress, confusion, overwhelm, isolation, and replace all that with positive vibes, connection, unstoppable confidence and peace of mind." -- The Apple Store

december SELF-CARE

@POSITIVELYPRESENT



Magnolia Counseling Associates
1h · 🌐

Winter self-care things



STENO
ALWAYS
in my
heart

JOIN
NOW

Eat
Breathe
Sleep
Steno

RENEW
NOW

Department of Labor Proposed Rule Change on Independent Contractor Status



A comment from WCRA
Lobbyist Krystelle Purkey



Many of you have reached out to Washington Court Reporters Association for guidance on an upcoming Department of Labor proposed rule change regarding who can be considered an independent contractor under the Fair Labor Standards Act (FLSA).

As a board, we have a duty to consider our members' interests before taking a position and advocating one way or another as an organization. One of the first things we did when we heard of this proposed change was reach out to our lobbyist, Krystelle Purkey, and asked her to take a look at this issue and how it may affect working reporters as well as firm owners.

Ms. Purkey's opinion is, "It is my belief that this standard is less strict than current WA independent contractor law."

Said another way, if you're operating in Washington state as an independent contractor or firm owner, this proposed rule change does not in any way impact your career, (unless you're engaged in unfair business practices). When our board looked at the DOL proposal, some members actually felt it strengthened the independent contractor's position in the marketplace by ensuring they're not unfairly being treated as employees when they are, in fact, in business for themselves.

Public comment on this issue closed 12/13/2022.

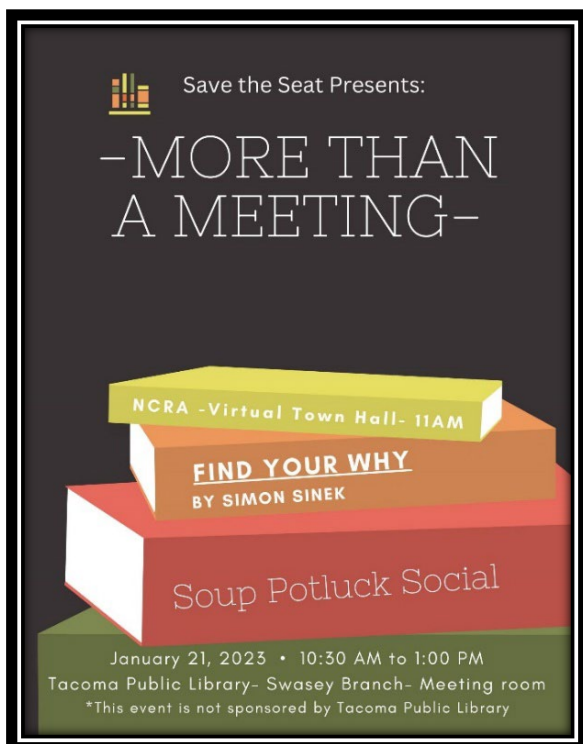


WCRA Student Scholarship

Washington Court Reporters Association will be opening the WCRA Altruism scholarship for applications January 1, 2023. An award of \$1,000 will be granted to a student currently enrolled in an accredited NCRA school and practicing at speeds of at least 140 wpm.

Submission process:

- Complete scholarship application online at www.washingtoncourtreporters.org
- 2 letters of recommendation not to exceed 1 page each, neither can be from a court reporting instructor
- 1-page double-spaced essay **TOPIC:** How is giving back to your community important to you now and in the future as a court reporter/captioner/CART provider?
- Submit Application
- Scholarship will be awarded at Washington Court Reporters Association's spring conference on April 15, 2023, at Green River College.



National Court Reporters Association

CERTIFICATIONS TAKE YOU TO THE NEXT LEVEL

- Increase your earning potential
- Gain national recognition



Maxine Roberts, RDR
Akron, Ohio
NCRA Member
Photographer: Lonnie Griffin Photography

RSR

RPR

RMR

RDR

CRR

CRC

CLVS

What are NCRA certifications?

- NCRA offers a variety of certifications that help members do everything from attaining state licensure to earning a higher income.
- As a national certifying body, NCRA certifications are the most widely accepted reporting, captioning, and legal video certifications in the country.
- Independently validated certifications are designed to help members showcase their skills to the world and be more competitive in their field.

Which certification is right for me?

Different certifications are available depending upon your level of career experience or your area of focus.

NCRA certifications are recognized in the marketplace.

NCRA educates the marketplace on the value and meaning of your certification via legal trade shows and public relations efforts. Attorneys, paralegals, and all users of court reporting and captioning services are more aware than ever of a certified professional's value.

Certification is more than just letters after your name.



Earning potential

NCRA certifications give you a clear edge in the marketplace. On average, the annual income for reporters who hold their RPR is more than 20 percent greater than uncertified reporters.



Take it to the next level

For those who already have the RPR, the CRR can help you demonstrate realtime skills to potential clients. On average, CRRs earn approximately 17 percent more than RPRs annually.



Networking connections

NCRA members' credentials are updated in NCRA's Member Directory of court reporting and captioning services, which offer easy ways to find you by location and credentials.

It's time to make a plan!

1. Set a goal date based on when you would like to complete all of your testing. Visit NCRA.org/testing to select your certification goal date.
2. Look at the completion requirements for your desired certification, and plan to register for each requirement based on the registration (goal) date.



For additional information or to register, go to NCRA.org/testing.



coming
together



Returning to In-Person Events or No?

By Angela Sidener, RPR

Attending conferences and state conventions are about so much more than the continuing education credits. It's a place for you to be inspired and seen, recognized as part of our community. We have just two opportunities a year to come together. Let's make the most of it!

WCRA convention committee has been brainstorming ways to bring you the absolute best experiences we can offer in 2023, and that may bring slightly higher registration costs as venues have increased their prices. In order to compete with the many CEU vendors online, WCRA feels our in-person events provide the most value to our members and we want to encourage your participation by making the event an enriching experience.

We're planning to add a few professional development features that will make sure you walk away with much more than your CEUs while networking.

Sit for an updated headshot to present yourself professionally online
On-site complimentary 15-minute chair massage
Student Engagement
WCRA Annual Group Photo
Software Training
Art and culture surrounding your experience!

Because we understand the pandemic is ongoing and many members are not comfortable gathering in large crowds, we're looking at saving the costs involved with live remote attendance by hiring a videographer to produce a recording that can be viewed on demand, with a short quiz to verify participation.

If you have ideas or suggestions for topics you'd like to see presented, please email info@washingtoncourtreporters.org and we'll look into making it happen!

Have you heard of the Protect Your Record Project (PYRP)?

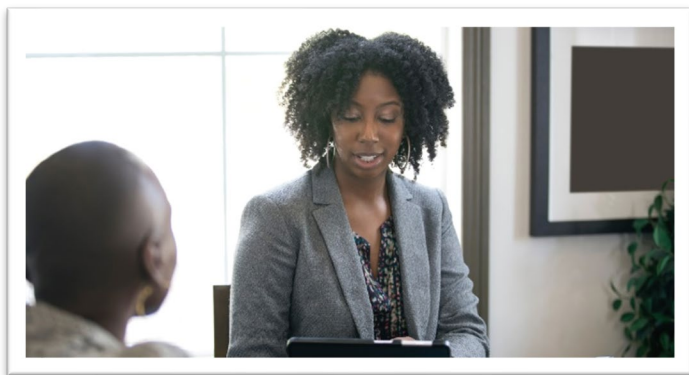
If not, let us introduce you. PYRP is a non-profit group committed to encouraging stenographers nationwide to "Protect Your Record." They're responsible for crafting deposition notice language to require the record to be taken "by stenographic means" and have also distributed "Stenographer" lanyards for reporters to wear while working to let attorneys know their record is being taken by an actual court reporter and not a digital recorder.



To join the Protect Your Record Project and stay updated on actions going on across the country, follow the QR code.



network
with
colleagues



"Stenographer Clarification"

PRO TIP: Many of us are forced to interrupt testimony when proceedings take off beyond an orderly fashion. We're polite and often say, "I'm sorry," to get the attention of everybody in the room that we need a clarification or a person to slow down or speak louder. Once you get in the habit of apologizing, it's hard to break. A tip shared by a mentor was making a note to yourself on your job sheet or docket every day to say, "Stenographer clarification," to professionally address the issue, and then ask for either a repeat or spelling, whatever the clarification may be.

So do you have a brief for that?

STOK / STOK

You can speaker ID yourself and get those words out on the record before being interrupted by the excitement of their response.

Respect the Pronoun, Respect the Person

Male and female are default assumptions, and that stereotype is harmful and wrong. It's time the record respects a person's identity.

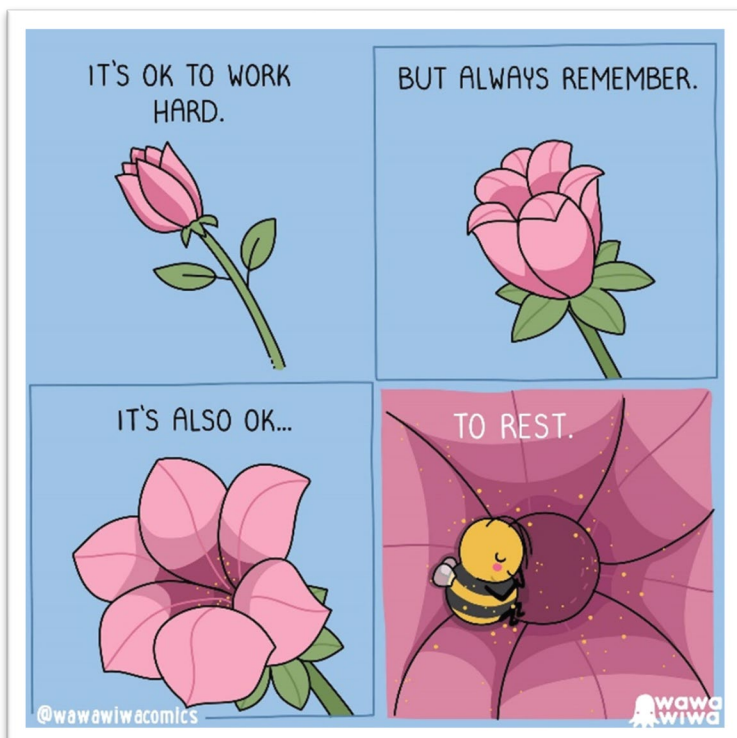
By Angela Sidener, RPR

I was fortunate enough to attend a seminar presented by a nonbinary speaker specifically about pronouns and gender identification. They shared they were most comfortable and confident in front of the crowd with both eye makeup and facial hair. They wanted the cashier at Safeway to question: Is it ma'am? Sir? It's actually neither. As a nonbinary person, their pronouns are they/them, and they felt most seen when asked how they identify before making assumptions.

The difference between gender and sexuality are distinct. That's a different article, but one tip shared, if you're getting a vibe from a colleague or new acquaintance and you can't quite tell how they're presenting, a very respectful gesture is to simply introduce yourself and say, "Hello, I'm (your name). My pronouns are (fill in the blank)," and it opens the door for the other person to reciprocate and know they're in the presence of a respectful ally.

Obviously, as verbatim reporters at work, we write what we hear and don't take liberties to change the record, even when we know somebody has been misgendered or deadnamed. The record is what it is. Where stenographers may need to take a practice note is instead of using MR. JONES or MS. JONES in our speaker identification tables, many stenographers are now using ATTORNEY JONES. This takes any guessing out of the equation and doesn't incorrectly identify a speaker. Some litigants may prefer to go by Mx. instead of Mr. or Ms. throughout the transcript, but that must be spoken, not assumed.

Another takeaway shared to make the world a safer place for our transgender and nonbinary colleagues is we need to normalize these conversations. Use your pronouns on your business card, your Zoom speaker ID, your email signature. It's a professional sign of respect.



For the Record . . .

State of Washington v. Jason D. Waits

Filed November 17, 2022

Justia Opinion Summary

In August 2020, Petitioner Jason Waits was tried and convicted of first degree child molestation and first degree attempted child molestation. The issues for the Washington Supreme Court's review arose from the bad acoustics of the building where the trial took place: a former church that was used to accommodate social distancing during the height of the COVID-19 pandemic. Over the course of Waits' two-day trial, the transcription contained over 2,000 "inaudible" notations from the judge, lawyer, jurors, and witnesses. The transcriptionist was later able to fill in some of the gaps, but about 1,500 inaudibles remained.

After Waits was convicted, he was found indigent and appointed appellate counsel. Appellate counsel asked the Court of Appeals to remand Waits' case to the trial court to attempt reconstruction of the record and to bifurcate Waits' already-identified speedy trial claim. Appellate counsel expressed concern that because she was not Waits' attorney at trial, she was not in a position to advise Waits on the factual accuracy of the reconstruction effort and, thus, asked that the Court of Appeals direct the trial court to make defense counsel available during reconstruction.

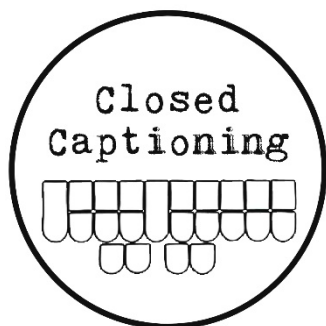
The Court of Appeals' commissioner denied the motion and stayed the appeal, concluding that the RAPs direct the trial court and parties in the proper mechanism to reconstruct the record. Nor did the commissioner appoint trial counsel, stating Waits could make that request to the trial court under RAP 7.2(b). Finally, the commissioner declined to bifurcate the appeal based on the notion that piecemeal appeals are disfavored.

Appealing to the Supreme Court, Waits objected to the Court of Appeals' reconstruction procedure. The Supreme Court reversed the Court of Appeals and remanded to the trial court for further proceedings. "Because criminal defendants have the constitutional right to an appeal from a record that is sufficiently complete to permit effective appellate review, when that record is deficient, missing, or incomplete, the State is responsible for reconstructing it with the assistance of the parties." The Court affirmed the appellate court's judgment with respect to the bifurcation issue.



2023 Court Reporting
& Captioning Week
February 4-11

We are elite guardians of the record.



Machine
BANK



PBSO
NEWS
HOUR

Merriam-Webster's 2022
word of the year:








gaslighting

noun

1. psychological manipulation of a person usually over an extended period of time that causes the victim to question the validity of their own thoughts, perception of reality, or memories and typically leads to confusion, loss of confidence and self-esteem, uncertainty of one's emotional or mental stability, and a dependency on the perpetrator

2. the act or practice of grossly misleading someone especially for one's own advantage

Definition from Merriam-Webster

Certification	Description	Eligibility requirements	Completion requirements	Who should test
 REGISTERED SKILLED REPORTER	The RSR was created as a stepping-stone credential to ultimately achieving the RPR designation	Must be a current or aspiring stenographic reporter; candidates do not need to be members of NCRA in order to take the RSR Exam	A three-leg Skills Test: <ul style="list-style-type: none"> • Literary (160 wpm) • Jury Charge (180 wpm) • Testimony (200 wpm) 	Those new or returning to the profession who have yet to be able to get their writing speeds up enough to earn the RPR
 REGISTERED PROFESSIONAL REPORTER	NCRA's foundational certification for all reporters	Must be a current or aspiring stenographic reporter	A three-leg Skills Test: <ul style="list-style-type: none"> • Literary (180 wpm) • Jury Charge (200 wpm) • Testimony (225 wpm) One Written Knowledge Test	Entry-level freelance and official reporters, students, those looking for a salary increase, those requiring a license
 REGISTERED MERIT REPORTER	NCRA's next-level skills certification designed for mid-career reporters	Must hold the RPR and be a current NCRA member	A three-leg Skills Test: <ul style="list-style-type: none"> • Literary (200 wpm) • Jury Charge (240 wpm) • Testimony (260 wpm) 	Mid-career court reporters, those looking for the next level of networking, those looking for an additional salary increase
 REGISTERED DIPLOMATE REPORTER	NCRA's highest degree of certification	Must hold the RMR and have five current and continuous years of Participating or Registered member status	One Written Knowledge Test	Elite reporters desiring to join an exclusive club of reporting excellence
 CERTIFIED REALTIME REPORTER	NCRA's realtime proficiency certification	Must hold the RPR and be a current NCRA member	One realtime Skills Test: <ul style="list-style-type: none"> • Testimony (200 wpm) 	Those who want to demonstrate realtime competency, those looking for an additional salary increase, those who wish to market themselves better as realtime reporters
 CERTIFIED REALTIME CAPTIONER	A special-training certification designed for those who caption	Must be a current or aspiring stenographic captioner; candidates do not need to be members of NCRA in order to take the CRC Exam	<ul style="list-style-type: none"> • One CRC Workshop • One Written Knowledge Test • One realtime Skills Test: Literary (180 wpm) 	Those who either currently work or would like to begin working in the captioning field
 CERTIFIED LEGAL VIDEO SPECIALIST	Designed for legal videographers to showcase proficiency in video deposition practices	The CLVS Seminar must be completed prior to taking the exam; a general knowledge of legal video is also helpful	<ul style="list-style-type: none"> • One CLVS Certification Workshop • One Production Exam • One Written Knowledge Test 	Those who want to demonstrate legal video competency and videographers who wish to gain access to NCRA's court reporting network

What is a written knowledge test?



Written knowledge tests (WKT) are multiple-choice tests on the subject matter related to that particular credential. Questions on the WKT are directly tied to the Job Analysis for each credential. All WKTs are given through Pearson Vue four times a year (January, April, July, October).

For more information and testing dates, visit [NCRA.org/WKT](https://www.ncra.org/WKT).

What is a skills test?



Skills tests (SKT) are designed to test for practical ability, and they are available online. You may test at your own convenience in an environment that is comfortable for you and meets minimum testing requirements. The only skills test that is not offered online is the CLVS Production Exam.

For more information about the online testing requirements, visit [NCRA.org/SKT](https://www.ncra.org/SKT).

Why New Pay Transparency Laws Are Good For Recruiting



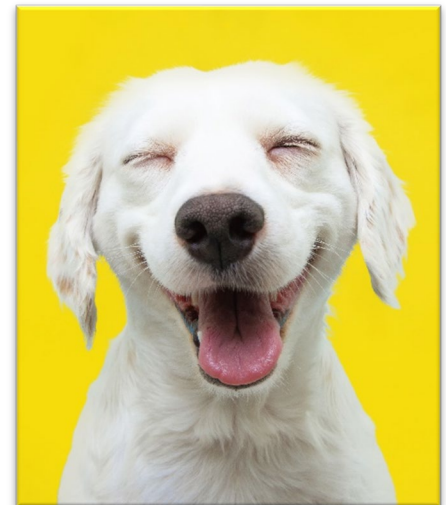
By **Christine Y. Cruzvergara**
GETTY IMAGE

More U.S. states and cities are enacting legislation requiring employers to disclose salary ranges in job postings, initial interviews or if an applicant asks. Studies indicate that transparency appeals to many workers, particularly

Millennials and Gen Z, who are much more comfortable talking openly about pay than previous generations.

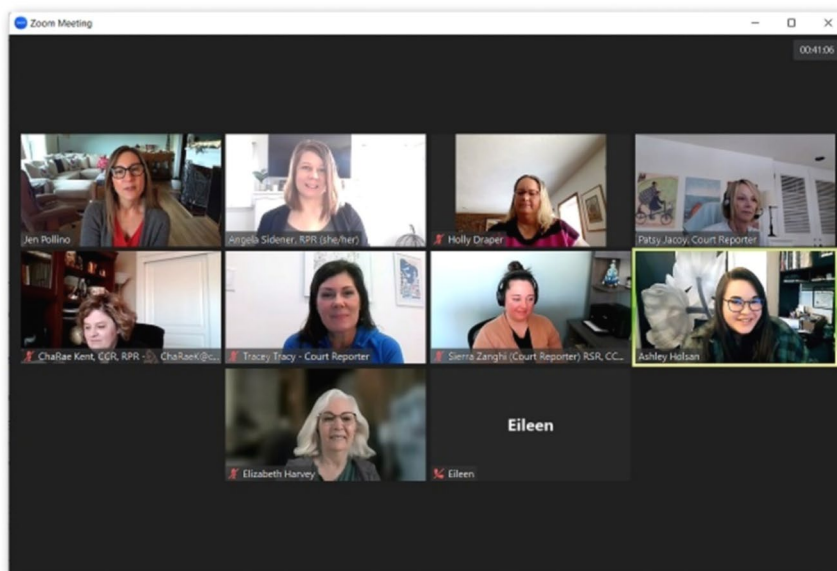
The disclosures help create pay equity, and surveys show they help recruit more applicants. Gen Z, for one, has indicated that salary is above and beyond the No. 1 reason they'll choose an employer. The move can also boost company morale, with pay transparency causing positive effects on job satisfaction and performance plus workers' perceptions of their employer.

Read the full story [here](#).



WCRA Board Meeting

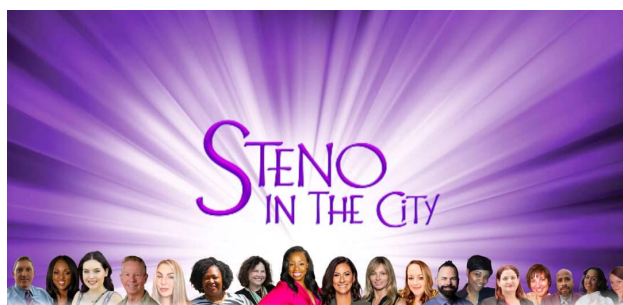
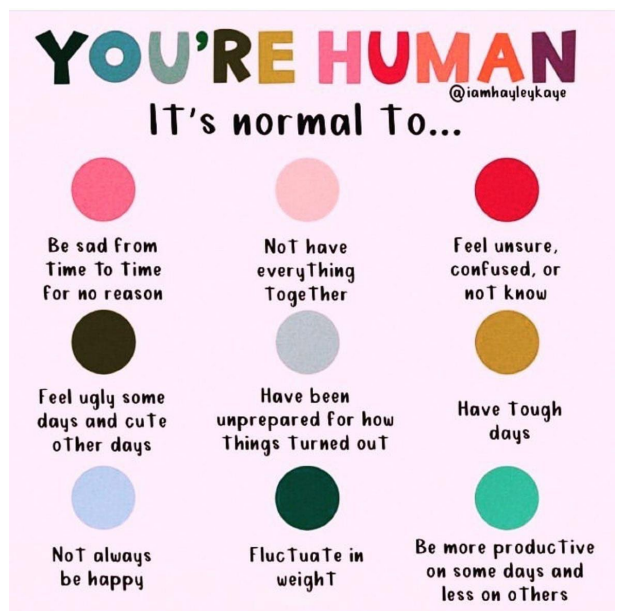
December 3, 2022





"Enthusiasm is common.
Endurance is rare."

Angela Duckworth



Open Steno Project

Bringing Stenography to Everyone

By Angela Sidener, RPR

Stenography is the core upon which a certified court reporter is built, and this skill transcends beyond the courtroom or closed-captioning assignment. The Open Steno Project is a free, open-source platform created by Mirabi Knight that teaches the art of stenography to anybody willing to learn.

From their website:

Plover (rhymes with "lover") is a **free, open source stenography engine**. Use it instead of typing to write into any program at speeds of over 200 words per minute.

"Mirabai believes that stenography is useful for more than just court reporters. Typing at the speed of speech has many potential use cases for:

- Writers such as journalists or novelists
- Nonverbal individuals using a text-to-speech engine
- Coders who need to write documentation and use many symbols
- Anyone concerned about the ergonomics of typing"

Washington Court Reporters Association recognizes the vital role accredited schools play in perfecting the craft and training a working professional, but for a hobbyist or anybody looking to learn a second language, check out www.openstenoproject.org and share this with friends interested in how we work!

What is YASK? Yet Another Steno Keyboard. While certainly not a traditional machine, watch this video to see how a QWERTY keyboard can be keyed up for steno. Using the Plover app takes your writing outside your CAT software for everyday use! Fun!





Settlement resolves long-running antitrust lawsuit against Louisiana shorthand reporters board

Judge Kimya Holmes chairs the Louisiana Board of Examiners of Certified Shorthand Reporters. | Facebook

By [Michael Carroll](#) Dec 2, 2022

A lengthy and complex legal battle in which the Louisiana board overseeing shorthand reporters was accused of engaging in anti-competitive practices against court-reporting firms came to an end last month, with both sides claiming victory.

The initial federal litigation was filed in the Eastern District of Louisiana in 2016 by the court-reporting company Veritext. The firm argued that the state Board of Examiners of Certified Shorthand Reporters (CSR) had violated the Commerce Clause and other guarantees in the U.S. Constitution by attempting to restrict price and service-level competition among court reporters and firms such as Veritext.

"The Louisiana CSR board is well pleased with the resolution and outcome of this litigation," Judge Kimya Holmes, who chairs the board, said in a statement emailed to the *Louisiana Record*.

Holmes noted that the federal courts had rejected Veritext's initial argument that a provision of the Louisiana Code of Civil Procedure was unconstitutional.

"The CSR Board won two clear-cut and important legal victories, establishing beyond further challenge that Louisiana Code of Civil Procedure Article 1434 is constitutional and that the CSR board enjoys full statutory authority to enforce Article 1434," Holmes said.

But Veritext said in a statement that the legal actions – and the resulting settlement – represented a positive outcome for the company. As a result of the settlement agreement concluded Nov. 21, the CSR board members who were defendants in the case had to step down from their positions and agree not to serve on the board or CSR committees for at least five years.

The settlement also requires the board to put in place an antitrust compliance policy for five years and to end all of its investigations related to alleged violations of Article 1434. And the board is specifically prohibited from engaging in proceedings against court reporters or court-reporting firms for the purpose of discouraging price competition.

As a result of the settlement, court reporters will not have to fear being penalized by the board or being investigated simply for accepting work from Veritext, the company said in a statement.

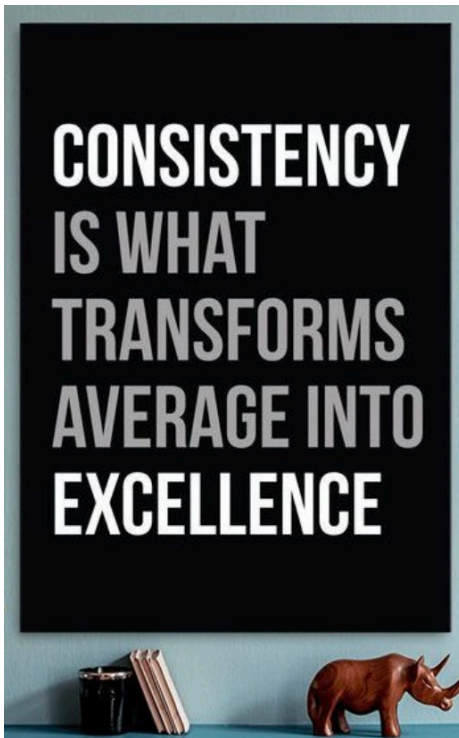


Mella Rossa

Apr 2 at 2:55 PM • 🧑🏻‍🦱

Why is "Dark" spelled with a K, and not a C ?

Because you can't C in the dark.



Contact Your Leadership: info@washingtoncourtreporters.org

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We're here to answer your questions and help address any issues you may be having. If you email info@washingtoncourtreporters.org we'll make sure the appropriate person responds.



Stenographer Influencer Spotlight!

Steno in the City

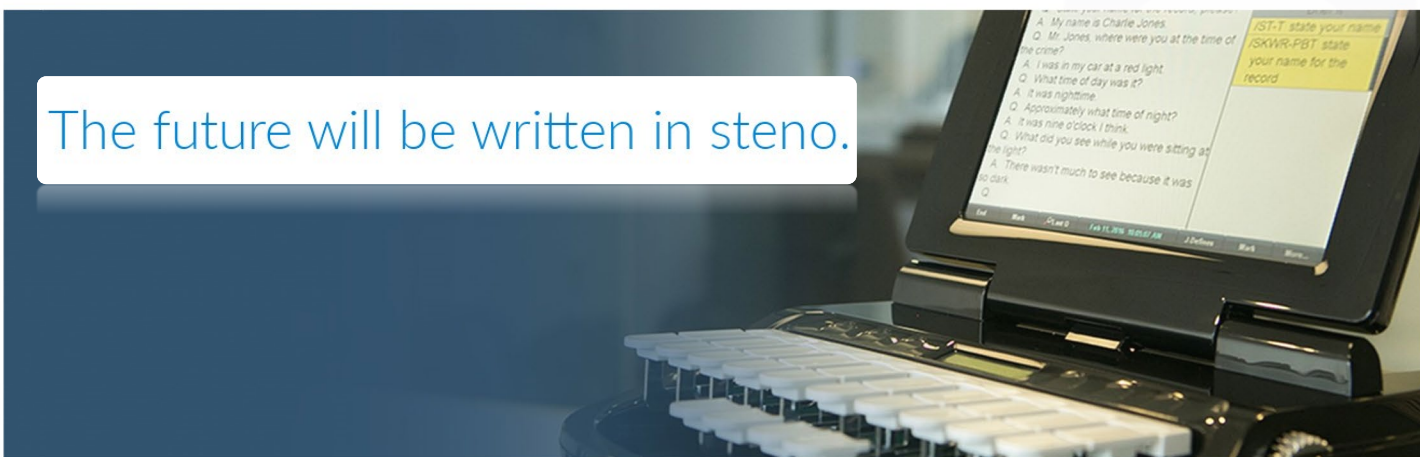


@stenointhecity_

Accomplished stenographer and podcaster Shaunise Day is a world-class content creator on Spotify with [Confessions of a Stenographer](#), a production of Steno in the City, LLC. She organizes [The Fearless Stenographer Conference](#) to promote networking in the legal community by creating a fun (and fierce) opportunity to rub elbows with the movers and shakers in our industry.



The future will be written in steno.



Are you social? WCRA would love to connect.



“Like” our official Washington Court Reporters Association page on Facebook by clicking [@wcra.community](#) or join our group of reporters and students [here](#). Those on LinkedIn can join our network [here](#)! We share news and updates and bring reporters together in online conversation.

Would you like to contribute an article, photo, event, or place an ad for our spring newsletter? Email angelasidener@gmail.com by 2/1/2023.

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Business Card \$25

20% discount for one year payment in advance.