



WSBA Sections

WSBA LABOR AND EMPLOYMENT LAW SECTION ANNUAL REPORT – FY18

Name of the Section:	<i>Labor & Employment Law</i>	
Chair:	<i>Brad Medlin, Roblee Detwiler</i>	
Section Information: <i>As of September 30, 2016</i> <i>*To be completed by WSBA*</i>	Membership Size:	1,009
	Staff Lead:	Patrick Mead
	BOG Liaison:	Angela Hayes
	FY18 revenue: \$	\$30,323.75 (as of August 31, 2018)
	FY18 direct expenses: \$ <i>(does not include the Per-Member-Charge)</i>	\$19,939.53 (as of August 31, 2018)
	FY18 Per-Member-Charge expenses: \$	\$18,581.25 (as of August 31, 2018)
Purpose:	<p>“To foster and promote integrity, expertise, and greater understanding within the labor and employment law community throughout Washington.”</p> <p>Our Section brings together attorneys from all across the State, from “both sides of the docket,” and various areas of labor and employment practice and in public and private sectors, which advances civility and professionalism in the Bar.</p> <p>The Section is comprised of lawyers in the private sector and public sector, and those representing plaintiffs or unions as well as those representing employers or management. We have those who primarily practice traditional labor law, as well as those who practice in other areas of employment law. Our Section also has law professors, judges and arbitrators/mediators. Our Executive</p>	

	<p>Committee reflects this breadth and depth of experience and perspectives of the Section in general.</p> <p>The Section and its Executive Committee enjoy diversity in terms of gender, race, disability, religion, and geographic representation. There are two members of the Executive Committee from Eastern Washington. We have also focused on increasing our outreach and services to lawyers in Central and Eastern Washington. We would like to improve our Section’s representation from Central Washington if possible, as well as diversity based on race, disability, religion, and national origin. The Section does not have data with respect to the sexual orientation of members.</p> <p>The Section coordinates events that keep practitioners informed on the latest developments in employment law, which promotes competency and ethical practice in the bar.</p>
<p>2016-2017 Accomplishments and Work in Progress:</p>	<p>See above. Our annual CLE last year was well attended and the webinar option in particular was heavily utilized (95 in-person attendees, 65 webinar). We are working toward similar success this year (with our CLE on 11/30/2018 in Seattle, and by webcast). We strive for interactive panel discussions and speakers from around the state, to feature the breadth and depth of all the various perspectives in our Section.</p> <p>The Section sponsored a CLE on the new state paid sick leave law in January 2018, and one on the upcoming paid family and parental leave law in June 2018. Both Mini-CLEs sold out open registration spots and were well-received. An additional Mini-CLE is planned in Spokane on September 27, to dovetail with the Federal Bar Association Annual Meeting there.</p> <p>The Section participated in the Open Section Night both in Tacoma in November 2017 and in Seattle in January 2018.</p> <p>The Section has also strived, and will continue to strive, to increase access to member benefits and programs for lawyers of moderate means and in the central and eastern parts of the State. For example, because our Section has been successful and conservative in terms of managing our revenues, our “East of the Mountains” Mini-CLE and networking events in Spokane and Yakima over the last few years have been offered at no charge, and our Seattle Mini-CLEs are offered at minimal cost, solely to incentivize attendance since space is limited. These are also very valuable and accessible opportunities for law students and young lawyers across the state to</p>

	<p>network and get involved in the Section and find mentoring and work opportunities.</p> <p>We have also amended our Bylaws this year. Key amendments included making our Young Lawyer Liaison a voting member and opening membership to Certified Human Resources Professionals.</p>	
<p>Please quantify your section's current member benefits:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • \$3000 Scholarships, donations, grants awarded; • Mini-CLEs produced 	Quantity	Member Benefit
	\$15,000	Law Student Summer Grants awarded: 1 summer grant award winner per law school in the 3 law schools in the state. This was \$5,000 per student/summer grantee in 2017-2018.
		Law school outreach events/benefits hosted
		Legislative bills reviewed/drafted – we do not take positions on bills because our Section is so diverse and represents so many we are unlikely to ever be able to form a consensus
		Newsletters produced – None. We educate/share through Seminars, Mini-CLEs, and the list-serve and website
	3	Mini-CLEs produced – Several. See above.
	1	Co-sponsored half/day to multi-day CLEs with WSBA. Several. See above.
		Receptions/forums hosted. Several. See above.
		Awards given. See above.
		New Lawyer Outreach events/benefits.
	Other (please describe): We are also regular participants in Open Section WSBA events. And we work directly and closely with our BOG liaison.	
<p>2018-2019 Goals & Priorities (Top 5)</p>	1	Increase diversity of membership and CLE speakers. We strive to focus providing speaking and other leadership and development opportunities to those from historically underrepresented backgrounds. This is an emphasis in all our planning and outreach activities.
	2	Increase membership and offerings to members throughout the state; particular emphasis to increase

		membership outside Puget Sound, in smaller legal markets, and among small firm and solo practitioners.
	3	Maintain outreach to law students and younger lawyers.
	4	Continue to focus on ways to foster community and the sense of professionalism with and among members from and among all areas of labor and employment practice, as well as the judiciary, neutrals, and the community in general.

Please report how this section is addressing diversity:
 (Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

See above.

Please report how this section is addressing professionalism:
 (Does the section’s work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

See above.

Please report how this section is integrating new and young lawyers into its work:
 (How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

Our outgoing young lawyer liaison has been an integral, co-equal part of our Executive Committee and its work. We look forward to developing a similar relationship with our new liaison. We also strive in other ways to make our outreach events accessible to new and young lawyers. See also above.

Please describe your Executive Committee’s relationship with WSBA staff and the Board of Governors.

We have a positive and productive working relationship with our Section Lead, Pat Mead. We are hopeful that our new BOG liaison will be as engaged as the outgoing liaison, Angela Hayes. See above.

We have also worked with the Bar’s CLE and Mini-CLE staff, to accomplish unprecedented educational and networking opportunities in the central and eastern areas of the state, and set

records in terms of our annual CLE attendance as well. On the whole, these interactions are frequently cumbersome, but we think the staff are working diligently and that the difficulties are institutional rather than personal. See more below.

Our Executive Committee has experienced several frustrating situations with the bar related to logistics in the past year. These included: (a) difficulty securing approval for a location to hold a mini-CLE in Spokane, (b) complications with candidate submissions for Executive Committee elections, and (c) one or two occasions of slow responses to email inquiries from WSBA staff. Each of the situations was resolved, but required time (in the first two cases, significant time from multiple Executive Committee members) and inconvenience to the Executive Committee. Our Executive Committee hopes to see increased efficiency from WSBA in the coming year so that committee members' volunteer time is spent on program content and membership services more than administrative logistics.

Our outgoing liaison Angela Hayes has been very involved with our Section Executive Committee and interested in our work. She was dedicated and engaged (and is now a member of the Executive Committee). We look forward to forging a similar relationship with our new liaison.

There is a great deal of energy, work and enthusiasm among our Section leadership about what we are doing and hope to do in future.