WSBA**Sections**

Annual Report 2012- 2013

(October 1, 2012 – September 30, 2013)

Deadline: October 4, 2013

Section: **Labor & Employment Law**
Submitted by: **Toby J. Marshall**
Section position: **Section Executive Committee Chair**
Date submitted: **October 4, 2013**

Thank you for completing your section's annual report. Please feel free to add to the topics below as appropriate for your section.

1. **Please describe your section's highlights and accomplishments during 2012-2013:**
   - The Section took steps to reach out to practitioners east of the Cascades, and those efforts culminated in a three-hour seminar and subsequent social event in Spokane. The panelists for the seminar included three judges and three practitioners from eastern Washington, and approximately 70 attorneys attended.
   - The Section joined with the WSBA to co-sponsor three full-day CLE events and to host a reception after one of those events.
   - The Section is co-sponsoring an event that will bring together neutrals and employment law attorneys.
   - The Section started a mentorship program that helps connect law students who are interested in specific areas of employment law with attorneys working in those areas. The Section also sponsored a law-school networking event that allowed students to meet with attorneys and talk to them about their practices.
   - The Section awarded stipends to students from each of the three law schools in Washington—a total of $9,000 in grants. These funds allowed the students to work as summer interns in the area of employment law. The Section also worked to streamline the processing and issuance of those stipends and to expand the job positions available to students. Each grant is matched by the student's school.
   - The Section amended its bylaws to open up one of the executive committee seats to neutrals, further diversifying the makeup of the committee (which also includes management-side attorneys, plaintiff-side attorneys, and union attorneys).
   - The Section prepared an excellent lineup for the 13th Annual Labor & Employment Law Conference, which will be held on November 22, 2013.
   - The Section continued to increase its membership base, which more than 930 attorneys enrolled.
   - The Section created a brochure that explains the benefits of joining the Section, the Section's ongoing projects, and the makeup of the Section's executive committee. The Section also created a banner to be used at Section events.

2. **Please summarize your section's current member benefits:**
   - The Section provides members with a members-only interactive website that allows for discussion groups, access to summaries of recent case law, legislative updates, and job announcements.
   - The Section provides members with various networking opportunities.
   - The Section provides members with CLE events covering a diverse range of employment law topics.

3. **Please describe your section's current partnerships with other entities:**
   - The Section partners with the WSBA to co-sponsor CLE events.
   - The Section continues to work with a liaison from the Young Lawyers Division.
   - The Section actively markets its events to attorneys in other sections.

4. **Please describe your section's priorities for the upcoming membership year 2013-2014, including any goals for expansion, educational priorities, member benefits, and/or public benefits:**
   - The Section will continue its efforts to reach practitioners outside of Seattle, especially attorneys in eastern Washington, and plans to hold another CLE and networking event outside of the Puget Sound region.
   - The Section will continue to provide law students with mentorship opportunities.
   - The Section will continue to work with the law schools to provide $9,000 in grants for summer internships.
   - The Section will work to ensure more continuity in the administration of the Section's website.
   - The Section will explore ways to assist social justice and legal clinic programs.
   - The Section's executive committee for 2014 will participate in a half-day retreat to establish additional goals for benefiting Section members.

5. **Please describe the ways in which your section's activities have supported and/or will support the WSBA's Guiding Principles, which are to advance and promote:**
   - The Section's mission statement is "To foster and promote integrity, expertise, and greater understanding within the labor and employment law community throughout Washington."
   - The Section brings together attorneys from both sides of the aisle, which advances civility and professionalism in the bar.
   - The Section has diversity in terms of gender but continues in its efforts to improve the geographical diversity of its membership. This includes encouraging practitioners in central and eastern Washington to join the executive committee. The Section does not have data with respect to the race, ethnicity, or sexual orientation of members.
   - The Section coordinates events that keep practitioners informed on the latest trends in employment law, which promotes competency and ethical practice in the bar.
   - The Section will strive to increase access to justice for residents of moderate means.

6. **Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.**
   - The Section has had a good working relationship with WSBA staff this year, especially Paris Eriksen.

7. **Additional information, comments and suggestions.**
   - None.