WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | WSBA Office, 1325 Fourth Ave., Ste. 600, Seattle
Saturday, December 8, 2018| 10:00 a.m. – 2:30 p.m.
Conference call option available: 1-866-577-9294 Passcode: 57240

AGENDA

10:00 a.m.	Welcome, Introductions, and Approval of Minutes	Kim Sandher, Chair
10:15	Updates • Chair-elect and WYLC nominations	Kim Sandher, Chair
10:30	BOG Report	Russell Knight, BOG Liaison
11:00	Program Updates	Julianne Unite, Staff
11:15	Regional Rep Report Outs	All Regional Members
11:30	At-large Member Report Outs	All At-large members
11:45	ABA Updates	Emily Ann Albrecht, Member
12:00 p.m.	Break for Lunch	
12:15	ABA Subcommittee report	Ben Hodges, Member
12:30	ATJ Subcommittee report • ATJ proposals	Jordan Couch, Chair-elect
1:00	Other Subcommittee reports • Request for additional subcommittee members	All
1:30	Minority Bar Associations	Dana Barnett, Staff
2:30	Adjournment	Kim Sandher, Chair

2018 - 2019 WYLC Meeting Schedule

October 13, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
December 8, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
February 9, 2019	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
April 13, 2019	Meeting: 10:00 am – 2:30 pm	Tulalip Tribal Court, Tulalip
July 27, 2019	Meeting: 10:00 am – 2:30 pm	Marriott, Richland
September 14, 2019	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle

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At-A-Glance Calendar

October 1, 2018 – September 30, 2019 (FY 2019)

OCTOBER 2018			
	Celebrate Pro Bono Week (Oct. 21 – 27)		
13	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
NOVEMBER 2018			
15	MentorLink Mixer: Government	5:00 – 7:00 pm	Hotel RL, Olympia
16	**BOG Meeting**		WSBA Conference Center – Seattle
DECEMBER 2018			
1	*Identify chair-elect for FY19*		
3	ABA Affiliate Quarterly Reports due		
8	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
31	*WYLC Chair-elect selection due*		
JANUARY 2019			
	Celebrate mentorship month		
	Committee application cycle opens		
10	MentorLink Mixer: Rainmaking	5:00 – 7:00 pm	Red Lion Hotel - Bellevue
17-18	**BOG Meeting**		WSBA Conference Center – Seattle
25-27	ABA Midyear Meeting		Las Vegas, Nevada
31	Open Sections Night	5:00 – 7:00 pm	WSBA Conference Rooms – Seattle
FEBRUARY 2019			
	2019 committee application cycle closes		
	Identify FY20 goals and projects for WYLC		
9	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
MARCH 2019			
	Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff		
7-8	**BOG Meeting**		Hotel RL, Olympia
20	MentorLink Mixer: Solo and Small Firm	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
29	ABA Affiliate Quarterly Reports Due		
	New committee selection process begins.		
APRIL 2019			
13	**WYLC Meeting**	10:00 am – 2:30 pm	Tulalip Tribal Courthouse – Tulalip
MAY 2019			
8	Mentorship Mixer: Alternative Careers	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
16-17	**BOG Meeting**		Hilton Garden Inn, Yakima
JUNE 2019			
	Annual Committee Reports due to the Mission Performance and Review Committee		
	New Committee appointments are made.		
JULY 2019			
26-27	**BOG Meeting**		Marriott, Richland
26	**WYLC dinner with the BOG**	TBD	Richland
27	**WYLC Meeting**	10:00 am – 2:30 pm	Marriott, Richland
AUGUST 2019			
8-10	ABA Annual Meeting		San Francisco, CA
TBD	**WYLC Financial Planning CLE**	TBD	WSBA Conference Rooms – Seattle
SEPTEMBER 2019			
14	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
26-27	**BOG Meeting**		WSBA Conference Center – Seattle

Updated November 2018

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Washington Young Lawyers Committee | Seattle, WA
Saturday, October 13, 2018 | 10:00 a.m. – 2:30 p.m.
Meeting Minutes Draft

Present: Alixanne Pinkerton, Benjamin Hodges, Brian Neuharth, Jordan Lee Couch, Maha Jafarey, Zachary Davison, Kim Sandher, Nathan Beard, Zachary Davidson
Phone: Molly Winston, Colin McMahon, Derek Johnson, Andrew Van Winkle, Mike Moceri, Emily Ann Albrecht, Ian McCurdy
Absent: Catherine Holm (excused), Chelsie Elliott (excused), Alice Bagirova (excused)
WSBA Staff: Julianne Unite, Tyler Washington, Sarah Kolpacoff
Board of Governors (BOG): Russell Knight

Welcome

Kim welcomed new and returning WYLC members to the orientation. Orientation began at 10:13 a.m.

Orientation and Introductions

Kim presented an overview on the WSBA and its mission, volunteer roles, Board of Governors, role and expectations for WYLC members, and goals for FY19. Mike shared the past accomplishments of the WYLC.

Sarah provided an overview on WSBA's open meetings and public records policy. She welcomed WYLC members to reach out to her with questions.

Maha asked how she could tie in her involvement with the WYLC to other volunteer commitments and engagements. Kim suggested to invite those who show interest in the WYLC to meetings and to join subcommittees. Jordan shared that he includes his WYLC title in his introduction during speaking events. Julianne suggested to reach out to Sue Strahan, WSBA Outreach and Legal Community Specialist, for more formal outreach opportunities.

Julianne provided an overview of the WSBA expense report and fiscal policies. She reminded the WYLC to submit expense reports for FY18 by Oct. 31. Julianne provided several program updates. She shared that the Volunteer Toolbox is a resource for WYLC members and other volunteers. Messaging about the Healthcare Exchange to members will be disseminated in the next week. Julianne thanked the WYLC for volunteering their time with the MentorLink Mixer and Practice Primers.

BOG Introduction

Russell Knight introduced himself and explained his role as the BOG liaison that advocates for the WYLC's interest at the BOG.

Committee Meeting Starts-Approval of Minutes
Kim called the meeting to order 10:36 a.m. On motion by Nathan and seconded by Jordan, the WYLC approved the September meeting minutes.

BOG Report

IOWA YLD/Transparency resolution proposal - Jordan shared that the proposal received unanimous approval from the BOG. The BOG inquired about next steps and encouraged WYLC members to attend the BOG meetings. Jordan suggested that the WYLC reach out to law schools to encourage them to release data. Julianne shared that BOG meetings are webcasted live when they are held at WSBA and recordings are available on WSBA.org to view at a later date.

Effective Social Media Use Presentation

Jordan provided a presentation on effective social media use covering the basics of social media, marketing, social media as evidence, ethical concerns and personal branding. Jordan provided examples of bad and good social media posts and showcased different posting styles.

Subcommittee Chairs Presentations and Recruitment

Subcommittee chairs provided overviews of their subcommittee and asked for volunteers.

- Debt - Andrew shared that the Debt Subcommittee puts on the Financial Focus CLE on debt management and provides support for PREP. Jordan suggested that the Subcommittee take on law school transparency. Brian joined the Subcommittee.
- Awards - Emily shared that the Awards Subcommittee administers the Public Service & Leadership Award and writes a *NWLawyer* article about the awardees. Ian joined the Subcommittee.
- ATJ/RRR - Jordan shared that the ATJ/RRR Subcommittee will further explore co-hosting a summit with Oregon YLD and potentially the Idaho YLD, collect data on access to justice issues in rural areas, and support the upcoming Rural Placement Pilot Project. Alixanne, Maha, and Brian joined the Subcommittee.
- ABA - Benjamin shared that the ABA Subcommittee administers the ABA YLD scholarships for the Midyear and Annual meetings. Cat joined the Subcommittee.
- Outreach - Colin shared that the Outreach Subcommittee will focus on strengthening the WYLC's social media presence, focus on hosting socials after WYLC meetings outside of Seattle, and connecting with local bar associations. Maha joined the Subcommittee.
- Bylaws - Mike shared that the Bylaws Subcommittee focuses on preparing proposed Bylaws changes affecting the Young Lawyer At-large BOG position as well as reviewing and potentially changing the young lawyer definition. With Bylaws amendments suspended by the WA Supreme Court due to the recent *Janus* decision, Jordan moved to expand the Bylaws Subcommittee's scope to analyzing how this decision would impact WSBA governance. Motion was seconded by Mike and the WYLC passed the motion unanimously. The Bylaws subcommittee was thus renamed to the Bylaws and Governance Subcommittee. Zachary and Nathan joined the subcommittee.

Adjourn

On motion by Nathan and seconded by Jordan, the WYLC unanimously approved to adjourn the meeting. Meeting ajourned at 1:29 p.m.

Process for nominating the WYLC Chair-elect

The WYLC begins the nomination process for the chair-elect position as early as December; this in part is due to the timing of committee recruitment and the need to fill targeted regional representation. This is an overview of the process the committee will use to fill the chair-elect position.

Recruitment for FY 2020's Chair-elect position:
Applications for the FY 2019 Chair-elect position are open. If interested, please submit your resume and a letter of interest by the end of December to Kim Sandher and Julianne Unite.

Nominating the FY 2020 Chair-elect:
The WYLC leadership team is meeting on TBD to review application materials and nominate the chair-elect for FY 2020. Information will be included in the updated meeting packet sent out before the February 8 WYLC meeting. The nomination is subject to the approval of the BOG.

WSBA policies and bylaws information on nominating the WYLC chair-elect

Committees and Boards Policy (amended Sept. 2015)

> Nominations for open positions on each standing committee and board will be made by a nomination team comprising the chair, vice-chair or chair-elect, staff liaison and BOG liaison, in consultation with WSBA diversity and inclusion staff. In addition, each district-based BOG member may nominate one applicant from his or her district to any committee or board that does not have a continuing member from that district. At large BOG members may, as a group, nominate one applicant to each committee or board.
>
> Note: the Committees and Boards Policy calls out the WYLC as having exceptions (outlined in the WYLC Appointment Policy). The appointment policy does not refer to the makeup of the nominating team (in the appointment policy this is called nominating committee). The nomination team will follow the guidelines of the Committees and Boards Policy.

Washington Young Lawyer committee Appointment Policy (approved 2014)

> The nominating committee of the Washington Young Lawyers Committee will nominate a chair-elect from the committee no later than the December 31 of each year for service beginning October 1. The region of the committee member nominated as chair-elect shall become vacant and the remaining term shall be open for applications during the regular committee recruitment process (which begins in January each year). The chair-elect will serve a three year term as chair-elect, chair, and immediate past-chair.

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Process for selecting WYLC members beginning January 2019

Roles on the nomination team:
The nomination team is made up of the WYLC leadership team, which includes the past chair, chair, and chair-elect, the board liaison, and the staff liaison. The leadership team will seek to reach consensus on the person to be nominated for each position. Should a vote need to be taken, there are three total votes that can be cast. The board liaison and staff liaison will each have one vote, and the past chair, chair, and chair-elect will share the third vote.

When the final selection is made, the staff liaison will submit the nominations. There is no limit on alternates that can be nominated and all members of the nomination team should provide the names of people they would like to see listed as alternates.

Positions to fill:
- Chair-elect
- Southwest Region
- Southeast Region
- Snohomish County
- King County
- TBD (potential midterm due to chair-elect nomination)
- At-large (any – possibly with a media/writing focus, new but not young, to complete chair-elect's term)

Assessing applicant qualifications:
Applicants for the WYLC were provided this volunteer job description. It lists preferred qualifications and skills (Qualifications and skills include but are not limited to) as:
- Past volunteer experience
- Dependability
- Collaboration and team work
- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

In addition to these qualifications it is valuable to work towards having diverse backgrounds and perspectives represented on the WYLC. The nomination team should take into consideration the strengths of the current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year:
- Mike Moceri
- Chelsie Elliott
- Derek Johnson
- Colin McMahon
- Alice Bagirova
- Nathan Beard

Any additional qualifications for consideration should be agreed to before discussions of nominees by the nomination team. Any review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

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Washington Young Lawyers Committee
Volunteer Position Description

Leadership within the Washington Young Lawyers Committee affords new and young lawyers the opportunity to build connections across the state and throughout the legal community. New and young lawyers partner with WSBA staff and programs to plan initiatives to support others new to the profession. As a result, the Bar is enhanced by the perspective and energy of its new members.

Position overview:

Responsibilities include:

- Attending WYLC meetings and shaping the priorities of the committee
- Advancing the work of the Committee by serving on at least one working subcommittee
- Learning about WSBA programs and doing outreach on behalf of the WYLC to connect new/young lawyers with WSBA resources

District representatives specific responsibilities include:

- Sending WYLC quarterly contact email (drafted by staff) to district's new and young lawyers
- Providing a district report to be included in each WYLC meeting's materials
- Answering questions from new/young lawyers in your district about WSBA and the work of the WYLC

Members are strongly encouraged to attend full WYLC meetings in-person. Appointment is for a three-year term.

Time commitment:

- Attend full WYLC meetings: Six 5-hour Saturday meetings per year, and one hour prep before each meeting.
- Join one or more subcommittee: Six 1-hour meetings and an additional 2-5 hours of work per month.
- 1-3 hours of outreach activities per month.

Requirements:

(1) Applicants for a position on the Washington Young Lawyers Committee must meet the WSBA "Young Lawyer" definition on the start date of their term. Active members of the Bar shall be considered Young Lawyers until whichever occurs later:
    - the last day of December of the year in which the member attains the age of 36, years, or
    - the last day of December of the fifth year after the year in which such member was first admitted to practice in any state.

(2) In order to assure geographic diversity for purposes of outreach, twelve of the committee members are appointed on the basis of residing or working in specific geographic regions. Committee member terms are staggered so that one-third end each year.

Preferred qualifications and skills: Qualifications and skills include but are not limited to:

- Past volunteer experience
- Dependability
- Collaboration and team work

(cont.)

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- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

Benefits:

- Networking
- Helping shape new lawyer programming at WSBA
- Leadership development
- Increased knowledge of and access to WSBA resources for new lawyers

Reimbursement policy: This is an unpaid volunteer position. Expenses for meeting attendance will be reimbursed according to WSBA fiscal policies within WYLC budget parameters.

Selection and appointment process: Applications are reviewed by the WYLC leadership team, which sends recommendations to the Board of Governors Nominations Committee, which makes the appointments.

For further information: See https://www.wsba.org/Legal-Community/Committees-Boards-and-Other-Groups/WYLC.

How to apply: https://www.mywsba.org/personifyebusiness/MyProfile/CommitteeApplication.aspx (requires myWSBA login). Deadline is TBD. Questions about the application?
Email barleaders@wsba.org.

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WASHINGTON STATE
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Washington Young Lawyers Committee

WYLC Representative Report
DUE: 1 week prior to committee meeting
Please submit report electronically to the
WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:
- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Alixanne Pinkerton
Region Represented: South Central

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. Participated in "Women Warrior 5k" with ten other local attorneys.

   2. Contacted new attorney in the Yakima area to go over opportunities to serve the community.

   3. Participated in Volunteer Attorney Services Domestic Violence Clinic on October 23 with another new attorney.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. YCBA Holiday Party, December 14, 2018.

   2. Washington's Women's Lawyers Gifts for Families in Need, now through December 18.

3. **Any additional items to report or future agenda items**:
   None at this time.

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Member: Brian Neuharth
Region Represented: Pierce County

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. Assisting a recently barred attorney with direction and filing on complex pro bono family law case.
   2. Wrote a comedy sketch in support of Pierce County's annual "judicial skit night."
   3. Spoke at Pro Bono Night and Crystal Judson Family Justice Center fundraisers.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. February 1st: 111th (?) annual Lincoln Day Banquet, social starts at 5 PM at the Tacoma Convention Center. The Lincoln Day banquet honors local attorneys and announces new members of the Pierce County Bar Association board. It is a good networking opportunity and has high attendance.
   2. January 10th: Annual Pierce County Bar Association chair meeting at Shenanigan's Pub and Restaurant. Discussion of committee activities for the year and objectives. Good for local attorneys shopping for committee involvement.

3. **Any additional items to report or future agenda items**:

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Member: Catherine (Cat) Holm
Region Represented: Greater Olympia Region

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. Going to Thurston County Bar Association's young lawyer division luncheon & meeting different members

   2. Meeting individually with different young lawyers throughout the Greater Olympia region about WYLC & encouraging them to attend the meetings. Also giving information on local Thurston County Bar Association CLEs, meetings & events

   3. Meet with attorneys who used to be on WYLC (Megan Card – 2 times my predecessor) and several other attorneys who were really involved in the young lawyer division in Thurston County who gave advice on best ways to get more people involved, ideas for events, and more.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. Thurston County Bar Association Holiday Lunch – 12/14/2018, 12:00 pm @ Olympia Country & Golf Club

2. Thurston County Volunteer Legal Services - could be a good community partner collaboration if we aren't already

3. Would like to do a joint event with TCBA – young lawyers division & Lewis County Bar Association. Possibly a networking event for both Thurston County & Lewis County as a way to meet people.

3. <u>Any additional items to report or future agenda items</u>:

WASHINGTON STATE
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WYLC Representative Report

DUE: 2 weeks prior to committee meeting

Please submit report electronically to the WYLC Chair Mike Moceri (mike@mocerilaw.com) and Ana Selvidge (AnaS@wsba.org).

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through membership outreach and leadership.*

Member: Chelsie Elliott
Region Represented: Southwest

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.

   2. Discussion and outreach with new attorneys in the area at Inns of Court events.

   3. Networking coffee/lunch with new attorneys.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. Inns of Court; January 16, 2019; 5:30 pm; Heathen Brewing Feral Public House, Vancouver, WA 98660

   2. Lawyer Talk; December 27, 2018, 5:00 pm; Downtown Vancouver Public Library

   3. Family Law Legal Clinic; December 4, 2018; 5:30 pm; Clark County Superior Courthouse

3. **Any additional items to report or future agenda items**:

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Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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Member: Emily Ann Albrecht
Region Represented: At-Large / ABA YLD District Representative

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. attended YLD Fall Conference October 25-27, 2018 in Charleston, including YLD council on October 26th;
   2. submitted content for publication in ABA YLD TYL re: how to leverage millennial technology skills in the workplace; and
   3. joined the Board of a non-profit that offers opportunities for public service.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. ABA Midyear Meeting January 25-27, 2019 in Las Vegas, NV;
   2. Still need 5 delegates to attend YLD Assembly on January 26, 2019; and
   3. YLD Spring Conference May 2-4, 2019 in Washington, DC.

3. **Any additional items to report or future agenda items**:

Not at this time. :)

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Member: Ian McCurdy
Region Represented: NW Region (Whatcom, Skagit, Island, San Juan Counties)

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1. Organized and hosted Whatcom Young Lawyers Happy Hour

   2. Attended a NW Legal Foundation event in Mt. Vernon with other Young Lawyers.

   3. Attended NW Legal Foundation volunteer event on Swinomish Reservation.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1. Currently organizing January Young Lawyer Happy Hour

   2. Continue to promote new Whatcom Young Lawyers Facebook group and use it as an organizing and messaging platform.

   3.

3. **Any additional items to report or future agenda items**:

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Member: Maha Jafarey
Region Represented: None.

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1.Networking and talking about WYLC and its' mission.

   2.Spoke about WYLC at a networking event at UW. The event was attended by IP LLM Alums.

   3. -

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1.ELAP is planning to work with Justice Gonzalez to hold court on the Eastside in 2019. It would be a good opportunity for WYLC to get involved in organizing the event.

3. **Any additional items to report or future agenda items**:
   a. **Organizing more CLE's to support and educate new/young lawyers**. E.g.
      i. #Metoo
      ii. Race, Equity and Social Justice lens in our work.
      iii. How to represent indigenous clients?

iv. Ethics CLE- I recently attended a fun and engaging Ethics CLE: Ethics Jeopardy.
v. Organize an event with Qualified Legal Providers. Pro-bono opportunities.
vi. Weekday Lunch meetings/CLE?

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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Zach Davison
Region Represented: King County

1. **Top three recent ways you helped accomplish WYLC's focus areas:**

   1.Confer with new and young lawyers about developing their practices;

   2.Field questions from new admittees about ways to get involved in WSBA;

   3.Attend community events to provide additional outreach.

2. **Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration**:

   1.January 18, 2018 - KCBA Dr. Martin Luther King Jr. Annual Luncheon;

   2.February bar exam.

   3.

3. **Any additional items to report or future agenda items**:

WASHINGTON STATE
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Scholarship to Attend ABA Young Lawyer Division Meetings

The Washington State Bar Association (WSBA) and the Washington Young Lawyers Committee (WYLC) have prioritized the use of funds to send new and young lawyers to attend American Bar Association Young lawyer Division (ABA YLD) meetings and/or conferences. This scholarship is designed to:

1. encourage attendance and participation at the ABA YLD meetings, and
2. to create the opportunity for scholarship recipients to bring ideas back to the WYLC about how to engage and serve new lawyers in Washington.

The ABA YLD is a network of over 130,000 members and 300-plus affiliated young lawyer organizations from around the world. Twice a year, at the ABA Midyear and Annual Meetings, the ABA YLD Assembly meets to debate and vote on issues of importance to young lawyers that if passed are recommended to the ABA House of Delegates to become official policies of the American Bar Association.

As a scholarship recipient, you will be given the opportunity to represent the interests of new and young lawyers in Washington State at a national level by participating in the ABA YLD Assembly. Attending the ABA meeting will also give you the opportunity to network with other lawyers, attend CLEs, and learn what other states are doing to tackle important young lawyer issues. You will also review and consider ideas and programs to bring back to WSBA and its WYLC. Scholarship recipients are strongly encouraged to attend plenary and closing sessions and at least one block of programming each day. If you are unsure of what to attend, please reach out to your current ABA YLD District Representative (Emily Albrecht: ealbrecht@bpmlaw.com) or current WYLC Chair (Kim Sandher: ksandher@pivotallawgroup.com).

The scholarship is designed to partially offset your expenses to attend the meetings. You are encouraged to seek additional funding through the ABA or other resources available to you.

Scholarship for Midyear: There will be one $250 scholarship awarded to a new and young lawyer to attend the ABA midyear meeting in Las Vegas, NV on January 25-27. The scholarship will come in the form of a reimbursement.

Scholarship for Annual: There will be two $225 scholarships awarded to two new and young lawyers to attend the ABA annual meeting in San Francisco, CA on August 8 - 10. The scholarship will come in the form of a reimbursement.

Responsibilities
Following attendance at one of the above ABA meetings, each scholarship recipient is required to attend a WYLC meeting (either in person or over the phone) to share what they learned that may be applicable to new and young lawyers in Washington State. Scholarship recipients may also be asked to provide a written summary for new and young lawyers via the WSBA new lawyers list serve and/or the WSBA blog, NWSidebar.

Requirements to Apply

1. Applicants must be current members or become members of the ABA YLD.
2. Applicants must be considered "Young Lawyer" as defined in section XII of the WSBA Bylaws at the time of the selection. The WSBA considers an active member a Young Lawyer if at least one of the two criteria below is met:
   - the member has been admitted to practice for fewer than five years (in any state), or
   - the member is under 36 years of age.

Selection Process
The WYLC ABA Subcommittee has authority over who will be awarded the scholarships. For more information, contact newmembers@wsba.org.

APPLICATION ON BACK

WASHINGTON STATE
BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

Name: _____

Email: _____ **Bar No.** _____

Employer: _____

Address: _____

Which meeting are you applying for scholarship funding to attend? Please note application deadlines:

Meeting	Dates	Location	Application Deadline
____ Midyear	January 25-27, 2019	Las Vegas, NV	Friday, Nov. 9, 2018
____ Annual	August 8 - 10, 2019	San Francisco, CA	Friday, May 31, 2019

Why are you interested in attending this ABA meeting?

_____

_____

Are you actively involved in any Bar Association programs or projects? If so, please name them and briefly describe your involvement, including any positions held:

_____

_____

Please list any *pro bono* participation and/or activities:

_____

_____

Have you ever attended an ABA YLD Meeting? _____ Yes _____ No

Have you ever attended any other ABA Meetings, and how many?

_____

_____

Scholarship recipients will receive the reimbursement after each meeting by completing a WSBA Expense Report form and including all applicable receipts up to the limit specified in the scholarship they receive. In addition to receipts, scholarship recipients must submit a schedule of ABA YLD events attended. Reimbursement will only be made for expenses for airfare, hotel, registration, or meals (excluding alcoholic beverages) incurred in connection with the meeting.

If you are unable to attend a meeting for which you have been selected as a scholarship recipient, please email NewMembers@wsba.org as soon as possible. This will allow us to award another applicant the scholarship.

Signature _____ **Date**_____

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.727.8258; Email: NewMembers@wsba.org

Call for Content Proposals

2019 ACCESS TO JUSTICE CONFERENCE
June 14 – 16, 2019
Spokane, Washington
"Amplifying the Power of Community"

WHAT ARE THE CONFERENCE GOALS?

The Access to Justice Conference is a biennial gathering of community members, advocates, judges, attorneys, leaders, funders, and policymakers across Washington State. The goals of the Conference are to provide inspiration, to create and deepen partnerships, and to jumpstart innovative strategies that advance equity and justice.

WHO SHOULD ATTEND?

The 2019 Access to Justice Conference theme is "Amplifying the Power of Community." While law and justice advocates contribute critical knowledge and expertise, we seek lasting, transformational change that can only occur with perspective, guidance, and direction from those who are most directly affected by the systems in need of changing. The Access to Justice Conference will bring together all who are committed to advancing equity and justice – those who experience injustice; staff and volunteers from social service organizations, government agencies, community-based organizations and coalitions; members and leaders from communities of color; social justice funders; civil legal aid advocates; criminal justice workers; private pro bono and low bono legal professionals; court staff and administrators; members of the judiciary; nonprofit capacity-builders; students and teachers; and many others.

WHAT IS ON THE CONFERENCE AGENDA?

We want the conference agenda to be community-informed and packed with sessions, workshops, and activities that will help us accomplish our Conference goals. We need to know your ideas for what we should learn about, what kind of skills we need to develop and how we can strategize together to work toward change.

We encourage anyone engaged in work that advances equity and justice to submit a Content Proposal for consideration by the Access to Justice Conference Planning Committee.

The Conference will begin with listening sessions that provide an opportunity to build relationships and deepen our understanding of justice system challenges and needs. Following listening sessions, we will offer skill-building and strategy sessions to collaborate about we need to plan and strategize solutions for change.

HOW WILL THE CONFERENCE PLANNING COMMITTEE DECIDE WHAT TO INCLUDE IN THE CONFERENCE AGENDA?

The Conference Planning Committee will prioritize sessions designed, led, and/or facilitated by individuals or groups from communities directly affected by poverty, racism, and other forms of oppression.

The Conference will also advance our State Plan for Delivery of Civil Legal Aid to Low-Income People which outlines five goals: race equity, client education and outreach, reaching underserved communities, holistic client services, and systemic advocacy.

IF MY PROPOSAL IS ACCEPTED, DOES THAT MEAN I CAN COME TO THE CONFERENCE FOR FREE?

Unfortunately, our resources are limited and we cannot provide free conference registration and cover travel costs for every speaker and every person whose proposal is accepted. However, we do have a small budget to cover travel costs for some speakers. If your proposal is accepted and attending the conference is cost prohibitive, you will be given priority to receive financial assistance.

WHEN IS THE PROPOSAL DUE?

Proposals must be received by Friday, January 4, 2019.

CONTENT PROPOSAL FORM

First Name:

Last Name:

Organizational Affiliation if any:

Email:

Phone:

I have an idea for a:

- ☐ Workshop
- ☐ Keynote Speaker
- ☐ Networking Activity
- ☐ Something Else

IDEA PROPOSAL:

Are you the organizer for this idea? Y/N *(If no, please provide contact information for the lead organizer here.)*

Brief Description of Idea:

If you have a proposal for a workshop, do you have a proposed working title?

Preferred workshop/activity length of time (*Please note that you may be asked to cut down your preferred length to accommodate various topics. If applicable, please indicate if your proposed length of time can or cannot be abridged for a particular reason.)*

- ☐ 30 minutes
- ☐ 45 minutes
- ☐ 60 minutes
- ☐ 75 minutes
- ☐ 2-part session (75 minutes + 75 minutes)
- ☐ Other_____

Format: *(E.g., panel session, presentation, large group discussion, etc. Please include any specific technology or room set-up requests that you are already aware of.)*

Interactivity: *(Our goal is for each workshop and session to be as engaging and interactive as possible. Please describe how you plan to enhance your session with small group discussion, multi-media formats, audience engagement, or other ideas for interactivity.)*

Potential Workshop/ Speakers: *(Please list any speakers you have confirmed or plan to invite. Please also indicate whether you need assistance identifying or inviting additional speakers. When considering potential speakers for your workshop, please note that we have very limited resources to pay for speaker-related expenses.)*

What will attendees take away from participating in this workshop/activity?

Does your idea do any of the following (mark all that apply)?

- ☐ ***Advance Race Equity***: Promote racial equity systemically and within organizational practices to ensure that race or color does not determine the availability and quality of legal services, fairness of outcomes, or opportunities for communities and individuals
- ☐ ***Improve Community Education***: Ensure that low-income communities and individuals understand their legal rights and responsibilities and where to seek legal assistance
- ☐ ***Improve Outreach to Underserved Communities***: Increase the ability of low-income members of underserved and underrepresented communities to obtain legal assistance,

regardless of geographic and/or demographic circumstances or eligibility for federal and state funded legal services

- ☐ ***Encourage Application of Holistic Approaches***: Encourage the use of holistic and client-centered approaches to address the complexity and breadth of legal needs and to help clients overcome demographic, systems-based, and other institutional barriers
- ☐ ***Coordinate Systemic Advocacy***: Pursue strategic advocacy to effect structural reforms that maintain and defend progress and improve the well-being of communities and individuals and dismantle systems of institutional racism and other forms of oppression

Submission Instructions

Proposals must be received by **January 4, 2019.** If possible, please submit your workshop proposal via the online form found online here. If necessary, you may complete the above form and email it to **atj@wsba.org.** You will be notified whether your proposal was selected by about **January 30, 2019.** If your proposal is selected, you will receive more detailed information about the conference planning process, procedures, policies and deadlines. If you need support in submitting your proposal or other options for sharing your ideas, please contact Bonnie Sterken at **bonnies@wsba.org** or 206-727-8293.

Thank you for sharing your ideas!

TO: Access to Justice Board

FROM: Patrick Palace

DATE: September 15, 2018

RE: Title 51 Attorneys Fees Revision

ACTION: Affirm proposed amendments to RCW 51.52.120 re: Attys Fees

INTRODUCTION

"…[T]he Justice Gap in Washington is real and it is growing. This calls out for a thoughtful, significant and coordinated response." 2015 Washington State Civil Legal Needs Study.

The 2015 Washington State Civil Legal Needs Study shows that 76% of those who need legal services cannot obtain them. Sadly, the need for legal services continues to outpace the available supply of affordable legal services. The justice gap grows increasingly larger for those who need affordable legal services but cannot afford them. Courthouses around the state and around the country fill with unrepresented pro se litigants that strain and often overwhelm the resources of our court system.

Fortunately, the strong and growing need of the consumer citizen has spawned a new generation of legal service providers who have reimagined methods to meet the needs of today's legal consumer. The legal economy has changed over the last decade with the advent of new companies like Rocket Lawyer, Legal Zoom and AVVO among many others. Even the Washington State Bar has created a new level of licensed legal provider called Limited License Legal Technicians (LLLT) to offer legal services to those who cannot afford a lawyer. As a result, a small but increasing number of consumers have been able to consume law and to buy legal services on their terms at a price that makes legal services accessible to everyone. For example, where products like wills once cost $1500, Legal Zoom now offers them for $79. New opportunities like these offer access to legal services for many who could not afford them before. As a result of this shift in the legal economy, the legal profession has responded by offering new legal service delivery models, lower cost legal services, unbundled legal services, legal forms and pleadings for a fee and legal advice at increments of as little as 15 minutes.

These changes have been slow and limited to certain areas of law like family law. Significant change and huge opportunities await our consumer citizens if we continue to open the doors to allow a greater supply of legal services at an affordable rate. However, for some areas of law, like workers compensation, change can only come with revisions to the existing law.

In response to the changes to our legal economy and in response to the 2015 Civil Legal Needs Study, a workgroup was formed in March 2018 to begin studying the access to justice gap for injured workers, whether that gap exists in part due to injured workers inability to obtain legal services, and whether changes can be made to create greater access to legal providers for those citizens in need.

The workgroup members include representatives from the Board of Industrial Insurance Appeals (Board), the Department of Labor and Industries (DLI), Self-Insured Employers Association (SIE) and the Plaintiff's Bar.

The Supreme Court Access to Justice Board has maintained oversight and ownership of this access to justice project and fully funded a study to analyze data from the Department of Labor and Industries (DLI) and the Board of Industrial Insurance Appeals (Board). An independent data scientist was hired to compile and analyze comprehensive data provided by the DLI and the Board.

The following discussion 1) summarizes the data and related outcomes based in part upon the statistical analysis performed and 2) recommends a change in the Industrial Insurance Act attorney fees statute, which, consistent with the changes now occurring in the broader legal landscape, would allow all workers the ability to obtain a full range of legal services and flexible legal options for an affordable, reasonable fee.

FINDINGS AND RECOMMENDATIONS

ON THE JOB INJURIES AFFECT A LARGE PORTION OF THE WORKFORCE

On the job injuries affect a large portion of the state's labor force. Washington has 2.5 million workers. (www.lni.wa.gov/Main/AboutLNI/). The number of workers compensation claims filed by these workers annually are as follows:

	2013	2014	2015	2016	2017
State Fund Claims Received	105076	108579	108963	109586	110796
State Fund Claims Accepted	89884	92447	92808	93938	93494
Self-Insurance Claims Received	42488	42943	41794	42053	41110
Self-Insurance Claims Accepted	36669	36719	35610	35779	30289
State Fund Claims Open Compensable	1232	1509	2122	3456	7648

Self-Insurance Claims Open Compensable	483	641	873	1753	5051

In total, between 2011 and 2017 there were 911,510 workers compensation claims filed. Over a 6 year time period, this number represents the equivalent of more than one third (36%) of the entire labor force filing a claim.[1]

MOST CLAIMS MANAGED BY THE DLI AND THE BOARD ARE WITHOUT LEGAL REPRESENTATION

Of those that file claims, some have legal representation, but most do not. An analysis of the DLI/Board data shows that only **2.7%** of the workers compensation claims have legal representation. *More than 97% of claims do not have legal representation.*

Further, of the 911,510 claims filed, 41,483 claims resulted in an appeal to the Board of Industrial Insurance Appeals (Board). The total claims that were appealed without an attorney totaled 23,492. The remaining 17,991 appealed claims had a legal representative.

Overall, 4.5% of all claims are historically appealed to the Board for adjudication. *Less than **2%** of all claims are appealed with a legal representative.* Significantly, for those claims that had legal representation, they were 52% more likely to file an appeal than those that without legal representation and where more likely to obtain the benefits they sought on appeal. Alternatively, the *claims that did not file an appeal had legal representation only 2.7% of the time.*

"[t]he mission of the Board of Industrial Insurance Appeals is to serve the public by resolving appeals in a consistent, impartial, timely, and efficient manner."

As the BIIA statistics show, 56% of all appeals before the Board (23,492) are from pro se, unrepresented workers. Unrepresented workers' appeals are more costly and time consuming for the Board. Additionally, as discussed in Weems v. State of Washington, Board of Industrial Insurance Appeals, 44713-4-II Court of Appeals of Washington, Division 2 (July 8, 2014), workers are often not competent to represent themselves in workers compensation matters, yet may not be able to hire legal representation either.

> JUDGE: .... You are held to the standard of an attorney in conducting any discovery, all right? Mr. Weems, do you understand that?

[1] A single worker can file multiple claims if they suffer new injuries.

MR. WEEMS: Yes.

MRS. WEEMS: So it's almost pertinent that we do need an attorney. We do need an attorney, I'm sure.

JUDGE: I would say that I highly recommend an attorney to any -

MRS. WEEMS: Because I don't think Mr. Weems can represent himself…

JUDGE: Well, yes. As I indicated previously, unless you have specific legal training, Mr. Weems, it' is unlikely that you would be able to—

MRS. WEEMS: Prevail?

JUDGE: Well, handle the case like an attorney would handle it just because you don't have the training and the understanding of the Workers' Compensation laws. All right?

MR. WEEMS: Yeah, I imagine I don't.

JUDGE: So I do recommend that you talk to an attorney or attorneys to see if you can find someone to represent you because it would be to your benefit to do so. All right?

THE CURRENT ATTORNEYS FEES STATUTORY LIMITATIONS ARE A BARRIER TO WORKERS' ACCESS TO LEGAL SERVICES

Barriers to our citizens' ability to resolve legal issues are highlighted by the Washington 2015 Civil Legal Needs Study and include factors such as citizens' access to legal representation, access to courts, cost of legal services, and navigation of a complex legal system. Increased access to legal services results in increasing efficiency, streamlining resolution, decreasing costs, improving consumer education, and obtaining more just outcomes for all parties involved. As highlighted by the Weems case cited above, efforts to navigate the legal system alone without a legal expert often leads to failure, frustration, wasted time, loss of rights, and may lead to abandonment of valid claims and remedies or worse.

Anna, one of the participants in the Civil Legal Needs Study discussed her efforts to navigate the court system alone. The study described that Anna "...didn't understand how the judicial system worked and admitted to making 'a lot of mistakes.' She missed so many days of work to be in court that she lost her job at a Skookum shipyard."

Supreme Court Justice Charles Wiggins put it this way in his introduction to the Study: "While the U.S. Constitution guarantees all people, regardless of their ability to pay, the right to legal representation in a criminal trial, it does not extend that right to people who have civil legal problems. That leaves a majority of low-income individuals and families in Washington to face and resolve their problems alone – without the help of a lawyer, no matter how complex or life-changing a problem may be. And it leads many to feel a high level of distrust in the civil justice system and its ability to help people like them"

Providing access and resolving legal issues fairly and justly are part of the mission and function of the Board and DLI.

It is "[t]he mission of the Board of Industrial Insurance Appeals is to serve the public by resolving appeals in a consistent, impartial, timely, and efficient manner." Additionally, the Department of Labor and Industries function is "similar to a large insurance company, providing

medical and limited wage-replacement coverage to workers who suffer job-related injuries and illness." (lni.wa.gov/Main/AboutLNI/). Together the DLI and Board manage all workers compensation claims from the beginning of the administrative process through the completion of a judicial hearing and issuance of a written judicial decision.

Both the Board and the Department benefit from improving workers access to legal advice and services for people like Mr. and Mrs. Weems and Anna, to help all workers navigate the workers compensation system and obtain a just and fair outcome to their claims.

Unfortunately, despite best efforts, today only 2.7% of all 911,510 claims surveyed over a 6 year period had legal assistance. Removing the barriers that limit workers access to legal assistance is important to bridging the gap between those 2.7% who obtain legal advice or representation, and those 97% that do not have legal assistance.

While there may be multiple factors that limit why an injured worker may not obtain legal advice or representation, one key factor is that lawyers cannot represent the vast majority of workers claims. RCW 51.52.120, the Industrial Insurance Act attorney's fees statute, requires attorneys who represent injured works to only be paid based on contingency fees. The contingency fee system requires that an attorney be paid a percentage of owing and unpaid benefits when the benefits are obtained by the lawyer working on the case.

Therefore, in order for workers to obtain a lawyer, there must be 1) monetary benefits due and owing in their claim, 2) of sufficient size to justify attorney involvement 3) that are more likely than not obtainable through the protest or appeal process.

The workers compensation attorney fee system is unlike most all other areas of law including business law, family law, criminal law etc. In most areas of law, lawyers are paid based on an hourly fee for work, a flat fee for all work done, or an alternative fees arrangement. Even within the worker's compensation system, employer's attorneys are exempt from the current contingency fee requirement. Most if not all employers' attorneys in workers compensation claims bill by the hour at an hourly rate, for work performed.

"Injured workers who want legal advice only, are prohibited from paying for any legal counsel to help them with their legal issue or issues."

However, under the current statute, workers cannot be represented by the hour, with a flat fee, or with any alternative fee structures. They cannot be represented on a sliding fee scale, or on a low bono basis. Low bono attorneys often charge sliding fees based upon a person's ability to pay. This method of providing low income citizens with legal representation is effectively prohibited under the current attorney fees statute.

Further, the growing national practice of lawyers providing limited legal advice in increments by the minute, or for 15 minute or 30 minute time periods, is also prohibited. Attorneys who represent injured workers cannot give any paid advice for any increment of time. Injured workers who want legal advice only, are prohibited from paying for any legal counsel to help them with their legal issue or issues.

In most if not all other areas of law, all types of legal services (including advice only, limited or unbundled legal representation, or full representation) can be provided based on billable hours, flat fees, or other alternative fees arrangements. Legal services like Legal Zoom, Rocket Lawyer and law firms offer legal advice by phone for 15 and 30 minute increments, by the hour, and provide forms, pleadings and other legal documents for a fee. These services are prohibited in Washington for workers with workers compensation claims.

Similarly, unbundled legal services are also effectively prohibited under the statute. Unbundling legal services allows attorneys to represent injured workers on a portion of a claim, on a single issue or for a limited scope of representation for a set hourly or flat fee.

There are significant effects of this limitation for injured workers. Annually, 151,000 claims are filed with the DLI and Self-Insured Employers. Statistically, of those accepted claims, 80% are historically closed without any accident fund benefits paid. Using 2017 as a representative example, 123,783 claims were accepted. Because no benefits were paid or payable in in nearly 100,000 claims, these injured workers may not be able retain an attorney on a contingent basis under the statute. These workers are effectively denied access to legal representation because they cannot obtain an attorney or pay for legal advice to help them navigate the system.

"Legal services like Legal Zoom, Rocket Lawyer and law firms offer legal advice by phone for 15 and 30 minute increments, by the hour, and provide forms, pleadings and other legal documents for a fee."

Additionally, the DLI rejects 20,000 – 30,000 claims each year. Just like the claims accepted where no benefits paid, these "rejected claims" also do not typically have any benefits paid or owing. Because no benefits are paid or payable on these claims, injured workers most often fail to retain an attorney because they can only be retained on a contingent fee basis.

Adding together the claims accepted but closed without benefits, and the claims rejected, yields some 120,000 claims in 2017 where injured workers would not likely be able to retain an attorney due to the contingent fee requirement.

THE NEED FOR LEGAL ADVICE OR SERVICES IS UNRELATED TO CLAIM VALUE

Regardless whether benefits are paid in a claim, most injured workers face multiple legal issues that arise in their claim. As a result, most workers navigating this complex workers compensation system would benefit from independent legal advice and/or case representation. However, because most issues do not contain either the possibility of contingent fees, or the fees are insufficient to warrant legal representation, an attorney cannot be retained for representation or advice.

Examples of common workers compensation issues where contingency fees are not typically available include:

-segregation of condition(s) -denial of surgery -denial of medical care -denial of vocational services -approval of improper retraining plan -other vocational disputes -denial of reopening -denial of claim -erroneous/premature claim closure -denial of prescription reimbursement -denial of travel reimbursement -denial of change of physician -denial of injury claim -denial of occupational disease claim	-erroneous wage setting order -erroneous overpayment order -erroneous social security offset order -erroneous suspension order -erroneous “non-cooperation” order -erroneous independent medical examination no show charge -Improper order/letter to attend independent medical examination -letter for fraud investigation interview -letter of scheduled investigation interview -DLI failure to timely act/respond -denial of “over 7 claim” -denial of a medical consultation

Out of the 151,000 filed claims, only some 20,000 claims may have benefits paid. These claims often include the payment of time loss benefits, permanent partial disability awards, and/or pension benefits. Benefits like time loss, permanent partial disability and permanent total disability are the three main issues that may justify, and more often do justify the involvement of a contingency fee attorney.

For example, a worker who may be permanently disabled (“pension”) is more likely to have an attorney consider or take her case because of the potential size of contingency fees. The likelihood of getting an attorney is 29%. However, compared to other issues were financial benefits are not usually paid, the odds of obtaining an attorney decline dramatically. For example, a worker seeking to have her claim allowed is 39% less likely to get an attorney then a case were pension is the issue. Similarly, a case about treatment (getting medical care) is 29%

less likely to get an attorney. A worker trying to reopen his case is 27% less likely to get an attorney.

Looked at from a different perspective, of these 20,000 cases where benefits are paid, only 20% or 4,000, obtain an attorney, leaving 80% of benefit claims historically unrepresented.

There may be many reasons that workers who do obtain some benefits do not have an attorney. The most obvious answer is that an attorney may not take the case because the limited size of the benefits paid or owing may not be sufficient to support a viable contingency fee. Other common reasons shared by injured workers include that they didn't know how to find an attorney, believe attorneys cost too much, believe that they can manage the case on their own or thought they didn't need one, and that the DLI is working for them and for their best interest.

Their is no formal system in place to educate workers when or if they may need an attorney, or how attorneys fees are calculated and paid in workers compensation cases.

WORKERS WITHOUT ATTORNEYS HAVE STATISTICALLY DIFFERENT OUTCOMES

The analysis of DLI and Board data showed that legal representation is associated with significant variation in probabilities of different legal outcomes. In other words, the results for those workers who obtain attorneys are different than those without legal representation. For example, of those injured workers who appealed to the Board seeking "time loss" (lost unpaid back wages), those without attorneys were three times (3x) more likely to have their appeal denied without any remedy. For those workers whose appeal was accepted by the Board, workers with attorneys were nearly three times (3x) more likely to have an agreement reached at the Board and their case remanded back to the DLI.

Overall, in cases where attorneys were involved, outcomes for workers improved across the board versus workers without attorneys. See attached appendix 1. Workers who were unrepresented more often had their appeals denied for all issues (ODA), less frequently had an agreement reached at the Board and their case remanded (ARR), and far less often obtained a favorable decision by the Board reversing and remanding their cases to the DLI (DOR). Considered together, these statistics show that workers statistically more often benefited from legal representation. Consequently, unrepresented workers have a higher likelihood for less desirable outcomes.

AMEND RCW 51.32.120 TO REMOVE UNNECESSARY BARRIERS TO LEGAL SERVICES

ALL "REASONABLE FEES"

Currently, RCW 51.52.120 limits attorneys' fees to contingency fees only. As discussed above, limiting fees to only contingent fees creates an artificial and harmful barrier to injured workers ability to obtain legal advice and legal services. Amending the statute to allow any "reasonable fee" allows other types of fee structures to be utilized including hourly fees, alternative fee structures, flat fees and contingent fees. Opening up other fees structures

removes the barrier for access to legal advice and services and brings the statute in line with the Rules of Professional Conduct (RPCs), specifically RPC 1.5 as further discussed below.

UNBUNDLED LEGAL SERVICES

The section 1 amendment would also allow for the unbundling of legal services, a process which is currently not available for injured workers. Unbundling legal services allows workers to have an attorney provide limited representation on a specific issue, without requiring representation on all issues on the claim over the life of the claim (as currently exists). Limited representation allows consumers the choice to pay only for services they need, without having to pay for legal services they do not need or want. The amended language gives consumers the right and ability to customize the services that they choose.

DEFINING "REASONABLE FEES"

Requiring the fee to be "reasonable" as previously defined by the statute maintains the existing checks and balances on fees and maintains consumer protections against unreasonable fees. The workers compensation system currently provides a fee review process for legal services before the DLI and at the Board (RCW 51. 52.120, RCW 51.52.132). The proposed amendment does not change this process. This fee review system remains in place to protect the interests of injured workers to challenge attorney fees through a third party and judicial review. Id.

The attorney fee review process detailed in Section 2 also remains unchanged. For cases before the Board of Industrial Insurance Appeals, the Board is given the power to review and set attorneys' fees. Section 2 states that "…the board shall fix a reasonable fee for the services of his or her attorney in proceedings before the board…" The only measure for the Board to set fees in the current statute, is the term "reasonable fee". This term is consistent with the amended language in section 1 which applies the same term to define the fees that legal service providers may charge.

For cases before the Superior Court, RCW 51.52.130 applies and is unaffected by the amendment to RCW 51.52.120 (1)[2]. The superior court attorney's fee statute gives the court discretion to award attorney fees but does not limit the court to a particular or limited type of fee. Indeed, it is the custom and practice of the superior court in workers compensation matters to award attorneys' fees to claimant's counsel based on an hourly fee calculation, and not based on any contingency fee structure. The definition and application of "reasonable fees" under RCW 51.52.130 is consistent with the proposed amended language in RCW 51.52.120 (1).

CONTINGENCY FEES REQUIRED IN SPECIFIC CASES

The amendment to section 1 allows legal representatives to charge fees using any fee structure that is "reasonable." If a contingency fee structure is chosen, then fees shall not be

[2] Similarly, RCW 51.32.185(9)(b) regarding attorneys' fees for occupational diseases claims in firefighter claims is not affected.

"more than thirty percent of the increase in the award secured by the attorney's services." This language reflects the original statutory intent and uses the existing statute language.

Additionally, RCW 51.52.120 (1) and WAC 263-12-165 apply contingency fees in two specific instances. Contingency fees may not exceed 15% in 1) all permanent total disability cases (WAC 263-12-165 (d) and 2) in cases were a structured settlement is approved by the Board (RCW 51.52.120 (1); WAC 263-12-165 (g)). Under the proposed amendment in section 1, these provisions may remain in place and are not expressly changed by the proposed amendment.

UNLAWFUL ATTORNEYS FEES

There are a number of existing protections for consumers to verify or challenge attorneys' fees. RCW 51.52.132 "Unlawful Attorney's Fees" states:

> Where the department, the board or the court, pursuant to RCW 51.52.120 or 51.52.130 fixes the attorney's fee, it shall be unlawful for an attorney to charge or receive any fee in excess of that fixed by the department, board or the court. Any person who violates any provision of this section shall be guilty of a misdemeanor.

Additionally, Rules of Professional Conduct (RPCs) 1.5 provides detailed rules for lawyers regarding all types of fees. RPC 1.5 controls the conduct of all lawyers and provides an additive layer of protection above and beyond those protections provided by statute. The section 1 amendment does not in any way change the existing statutory protections or protections provided through RPC 1.5 and the attorney disciplinary system.

SURVEY OF OTHER STATES

The methods of regulating attorney's fees varies state to state. However, for most states, the statutory focus is on regulating "reasonable" attorney fees. In some jurisdictions, "reasonableness" is the only statutory test. For example, in Minnesota, Minn Stat § 176.081, subd 5(b) states "There is no set standard fee to be awarded in any workers' compensation matter."

Some jurisdictions do not set standards for attorney's fees but instead identify factors to be considered in determining reasonableness. In Washington, this type of approach is applied in cases that are appealed to superior court. See also WAC 263-12-1265(2).

In Alaska, Alaska Stat § 23.30.145(a) states in part,

> In determining the amount of fees the board shall take into consideration the nature, length, and complexity of the services performed, transportation charges, and the benefits resulting from the services to the compensation beneficiaries.

See also California, Cal Lab Code § 4906(d)

(d) In establishing a reasonable attorney's fee, consideration shall be given to the responsibility assumed by the attorney, the care exercised in representing the applicant, the time involved, and the results obtained.

Some jurisdictions set benchmark fees which can be adjusted up or down according to the circumstances of the particular case. Other states set annual guidelines on maximum fees for claimant's attorneys. Some state statutes set a maximum fee or fee scale according to the amount of the recovery. Some states set dollar value limits. See for example New Mexico Stat §§ 52-1-54, subd I; 52-3-47, subd I.; Kentucky, KRS § 342.320(1), (5)(a).

Alternatively, in other states, approval of attorney's fees for hundreds of thousands of dollars have been held to be "reasonable." For example, in Florida, see *Fumigation Dept. v Pearson*, 559 So 2d 587, 14 FLW 2092 (1989, Fla App D1), reh den. 15 FLW D 1160 (Fla App D1) ($330,000 fee for claimant's attorney held not an abuse of discretion); Massachusetts see, *Gagnon v Shoblom*, 409 Mass 63, 565 NE2d 775 (1991)(approving contingent fee agreement which resulted in fee of $975,000).

Statutes placing a dollar value cap on attorney's fees of claimant's attorneys has been found unconstitutional. See *N.M. Corn v. New Mexico Educators Federal Credit Union*, 119 N.M. 199, 889 P.2d 234 (Ct. App. 1994), overruled by, *Trujillo v. City of Albuquerque*, 1998 -NMSC- 031, 125 N.M. 721, 965 P.2d 305 (1998).

In several states, a successful claimant is entitled to recover a reasonable attorneys' fee from the resisting employer or insurer. Under some of these statutes, the case need not have been brought to a successful conclusion in a hearing in order for an attorneys' fee to be recoverable. Nevertheless, a reasonable attorney's fee is allowed if an attorney is instrumental in obtaining compensation for a claimant regardless if a hearing is held.

In most states, consistent with Washington's RCW 51.52.120 et al, the workers' compensation agency has the power to determine the reasonableness of, and to fix the amount of, attorney's fees in workers' compensation cases. See for example, Ill.820 ILCS 305/16; Ky. KRS § 342.320(1). Mich. MCL § 418.858(2).

"This amendment allows workers to consume law on their terms, for a price that they can afford, for the level of legal services that they chose."

CONCLUSION AND RECOMMENDATION

There is a gap in access to legal services for injured workers in Washington. The most prudent immediate remedy to bridge the access gap is a modest revision in RCW 51.52.120 to

allow “reasonable” attorney fees, which includes contingency fees. With this change, all workers may obtain full legal representation, but may also obtain new services including unbundled legal services, low bono assistance, legal advice without representation, and access to do it yourself forms and pleadings. This amendment allows workers to consume law on their terms, for a price that they can afford, for the level of legal services that they chose. The modern economy necessitates improved consumer facing and consumer-centric legal services that fit the needs of today’s workers. This amendment provides workers a new opportunity to have the services that they need with options that are affordable and easily consumable. For these reasons and those reasons discussed above, it is requested that the proposed section 1 amendment to RCW 51.52.120 be approved, endorsed and/or supported.

HOUSE BILL _____

State of Washington **68th Legislature** **2019 Regular Session**

By Representatives

AN ACT Relating to unlawful attorney's fees in Workers compensation cases; amending RCW 51.52.120

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

RCW 51.52.120 (1) amended to read as follows:

RCW 51.52.120 Attorney's fee before department or board-Unlawful attorney's fees.

(1) Except for claim resolution structured settlement agreements, it shall be unlawful for an attorney engaged in the representation of any worker or beneficiary to charge for services in the department any fee in excess of a reasonable fee, and if the fee is a contingent fee, then it shall not be ~~of not~~ more than thirty percent of the increase in the award secured by the attorney's services. Such reasonable fee shall be fixed by the director or the director's designee for services performed by an attorney for such worker or beneficiary, if written application therefor is made by the attorney, worker, or beneficiary within one year from the date the final decision and order of the department is communicated to the party making the application.

(2) If, on appeal to the board, the order, decision, or award of the department is reversed or modified and additional relief is granted to a worker or beneficiary, or in cases where a party other than the worker or beneficiary is the appealing party and the worker's or beneficiary's right to relief is sustained by the board, the board shall fix a reasonable

fee for the services of his or her attorney in proceedings before the board if written application therefor is made by the attorney, worker or beneficiary within one year from the date the final decision and order of the board is communicated to the party making the application. In fixing the amount of such attorney's fee, the board shall take into consideration the fee allowed, if any, by the director, for services before the department, and the board may review the fee fixed by the director. Any attorney's fee set by the department or the board may be reviewed by the superior court upon application of such attorney, worker, or beneficiary. The department or self-insured employer, as the case may be, shall be served a copy of the application and shall be entitled to appear and take part in the proceedings. Where the board, pursuant to this section, fixes the attorney's fee, it shall be unlawful for an attorney to charge or receive any fee for services before the board in excess of that fee fixed by the board.

(3) For claim resolution structured settlement agreements, fees for attorney services are limited to fifteen percent of the total amount to be paid to the worker after the agreement becomes final. The board will also decide on any disputes as to attorneys' fees for services related to claim resolution structured settlement agreements consistent with the procedures in subsection (2) of this section.

(4) In an appeal to the board involving the presumption established under RCW 51.32.185, the attorney's fee shall be payable as set forth under RCW 51.32.185.

(5) Any person who violates this section is guilty of a misdemeanor.

- - - END - - -

Dear WSBA Legislative Review Committee:

The Washington Young Lawyer's Committee is writing to offer our support of the Proposed Amendment to RCW 51.52.120 to allow injured workers to select reasonable attorney payment systems & enlarge the scope of legal services. The purpose of the WYLC is to uphold the WSBA's mission while advocating for the unique interests new and young lawyers. Having reviewed the Proposed Amendment to RCW 51.52.120 and the accompanying research and memos from the ATJ Board, we believe that this amendment meets the requirements of GR12 and serves the mission of the WSBA and the WYLC.

Access to justice is an issue many new lawyers are passionate about. The WYLC has a subcommittee dedicated to pursuing meaningful access to justice initiatives. We believe that the Proposed Amendment to RCW 51.52.120 would have a substantial impact on access to justice in the state of Washington by allowing more injured workers to obtain better representation on their own terms. The Proposed Amendment to RCW 51.52.120 would also have a positive impact on new and young lawyers who are statistically more likely to offer unbundled and low bono or sliding scale services.

We support the Proposed Amendment to RCW 51.52.120 because it serves the public by enabling them to obtain advice and representation; serves the members of the bar by enabling them to offer more, better services; ensures the integrity of the legal profession by giving injured workers more control over the terms of their representation; and champions justice by encouraging lawyers to serve a historically underserved population.

Sincerely,

Washington Young Lawyers Committee

WSBA Legislative Committee
Proposed Bar-Request Legislation Cover Sheet

PURPOSE: Completion of the information in this cover sheet will help expedite the WSBA Legislative Committee's review and approval process of potential Bar-request legislation. Of particular importance is information related to draft development and stakeholder work.

Short title of proposal: Proposed Amendment to RCW 51.52.120 to allow injured workers to select reasonable attorney payment system & enlarge scope of legal services

Submitted by (Section[1]): Patrick Palace (member of Access to Justice Board workgroup)

Designated Section representative and contact information (phone and email)**:**
Patrick Palace Patrick@palacelaw.com; 253.627.3883

Brief summary of bill and anticipated fiscal impact: The proposed amendment will improve workers ability to obtain full legal representation, and will also allow workers to obtain new services including unbundled legal services, low bono assistance, legal advice without representation, and access to do it yourself forms and pleadings. This amendment allows workers to consume law on their terms, for a price that they can afford, for the level of legal services that they chose. The modern economy necessitates improved consumer facing and consumer-centric legal services that fit the needs of today's workers. This amendment provides workers a new opportunity to have the services that they need with options that are affordable and easily consumable. (See attached memo). No fiscal impact statement has been created to date. The existing structure of workers paying attys fees remains unchanged. This proposal does not contain any fee shifting and does not modify the current process of awarding attorneys fees at the court level.

Brief statement of need: Over 150,000 injured workers file workers compensation claims annually. Of those that file claims, some have legal representation, but most do not. An analysis of the Department of Labor and Industries and Board of Industrial Insurance Appeals data shows that only **2.7%** of the workers compensation claims have legal representation. *More than 97% of claims do not have legal representation.* While there may be multiple factors that limit why an injured worker may not obtain legal advice or representation, one key factor is that lawyers cannot represent the vast majority of workers claims. RCW 51.52.120, the Industrial Insurance Act attorney's fees statute, requires attorneys who represent injured workers to only be paid based on contingency fees. Under the current statute, workers cannot be represented by the hour, with a flat fee, or with any alternative fee structures. They cannot be represented on a sliding fee scale, or on a low bono basis. Low bono attorneys often charge sliding fees based upon a person's ability to pay. These methods of providing citizens with legal representation are effectively prohibited under the current attorney fees statute. Additionally, regardless whether benefits are paid in a claim, most injured workers face multiple legal issues that arise in their claim. As a result, most workers navigating this complex workers' compensation system would benefit from independent legal advice and/or case representation. However, because most issues do not contain either the possibility of contingent fees, or the fees are insufficient to warrant legal representation, an attorney cannot be retained for representation or advice. Amending RCW 51.52.120 to allow all "reasonable" attorney's fees, provides workers a new

[1] For purposes of this document, "Section" means any WSBA Section, Committee, Division, or Council.

opportunity to have the services that they need with options that are affordable and easily consumable. See attached memo.

Description of draft development: (please provide detail)

In response to the changes to our legal economy and in response to the 2015 Civil Legal Needs Study, a workgroup was formed in March 2018 to begin studying the access to justice gap for injured workers, whether that gap exists in part due to injured workers inability to obtain legal services, and whether changes can be made to create greater access to legal providers for those citizens in need.

The workgroup members include representatives from the Board of Industrial Insurance Appeals (Board), the Department of Labor and Industries (DLI), Self-Insured Employers Association (SIE) and the Plaintiff's Bar. The workgroup has meet twice a month since March.

The Supreme Court Access to Justice Board has maintained oversight and ownership of this access to justice project and fully funded a study to analyze data from the Department of Labor and Industries (DLI) and the Board of Industrial Insurance Appeals (Board). An independent data scientist was hired to compile and analyze comprehensive data provided by the DLI and the Board.

This proposed bill and the attached memo are the results of the work performed to date.

How does the proposal meet requirements under GR 12.1? (please explain)

This amendment applies to the following sections of GR 12.1:

- Provides protection of the public by allowing access to legal services formerly prohibited;
- Allows advancement of the administration of justice and the rule of law by opening opportunities to all workers to have access to legal services of all types;
- Creates meaningful access to justice and information about the law, legal issues, and the civil justice systems by allowing all citizens the ability to obtain affordable legal services that are provided in a manner that citizens need to consume them;
- Preserves and enhances transparency regarding the nature and scope of legal services to be provided, and regulatory protections to ensure that all legal services fees are "reasonable".
- Mandates and specifies the delivery of affordable and accessible legal services;
- Enhances the efficient, competent, and ethical delivery of legal services by allowing flexible, affordable legal services and legal service fees.

Submittal Status:

WSBA Legislative Committee
Proposed Bar-Request Legislation Cover Sheet

1. Has this proposal been submitted to the Legislative Committee before? Yes No
(If no, skip the remainder of this section, and move to the Stakeholder Work on the next page.)

2. If yes, when was this proposal initially submitted to the Legislative Committee?

3. Briefly, please provide the following:
(a) What concerns or questions were raised (including requests for additional information) by the Legislative Committee previously?

(b) How this proposal addresses those concerns, questions, or additional information requests made by the Legislative Committee?

(d) Is there additional information relevant to the status of the proposal? See attached memo

Summary of Stakeholder Work

*Please describe completed and ongoing activity with internal and external partners

Referred to:	**Feedback:** Please include stakeholder positions on the proposal (e.g. support; oppose; concerns; neutral; or no response) and explain.
Board of Industrial Insurance Appeals	Neutral as judicial agency
Department of Labor and Industries	Neutral
Self Insured Employers Association	Neutral
WSBA Solo and Small Practice Section	Support
WSBA Low Bono Section	Support

Summary of Additional Stakeholder Input

*Please describe other anticipated stakeholder feedback regarding the proposal.

WSBA Legislative Committee
Proposed Bar-Request Legislation Cover Sheet

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

2018 – 2019 Liaisons and Subcommittees

Meetings listed below are telephone conference calls led by the respective subcommittee chair. Participants will be members of the subcommittee, relevant WSBA staff, and other relevant participant(s).

LIAISONS

BOG Meeting Attendance Ensure WYLC member attendance at every BOG meeting		
TBD	Liaison	

ABA District Representative/Meeting Attendance Ensure attendance at ABA Meetings. Duties include: • NW Sidebar article submitted within 30 days of the ABA meeting; • Report back on the ABA meeting at next WYLC meeting; • Provide ABA YLD resources and content to be shared in WYLC Quarterly Contacts; • Keep ABA apprised of work of WYLC; • Notify WYLC of any programs, awards, initiatives, etc. WYLC may want to participate in • Work with ABA YLD Credentials Board to provide delegates		
Emily Ann Albrecht	ABA District Representative 2018-2020	

SUBCOMMITTEES

DEBT

Debt and New Lawyer Benefits Subcommittee • Be part of WSBA's Practice Management Discount Guides Review Team. • Develop financial planning CLE with WSBA CLE team – this involves recruiting speakers, researching, and picking a topic relevant to young lawyers. • Work with WSBA staff to support Preadmission Education Program (PREP). • Propose, develop, and outline debt solutions and/or new lawyer benefits for young and new lawyers. • Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.		
Andrew Van Winkle	Chair	WSBA Staff Devorah Signer Hill – Seminar Lead Destinee Evers – PMA Adviser
Brian Neuharth	Member	
Timeline and Goals: (may meet more frequently May-August due to Financial Focus CLE) • August: o Financial Focus CLE		

Meeting Dates and Times:

- Thursday, November 1 at 1:30pm (cancelled)
- Thursday, January 3 at 1:30pm
- Thursday, March 7 at 1:30pm
- Thursday, May 2 at 1:30pm
- Thursday, July 11 at 1:30pm
- Thursday, September 5 at 1:30pm

COMMUNITY

Outreach and Communications Subcommittee

- Develop in-person outreach/communications/events in partnership with WYLC regional representatives and local bar association young lawyer divisions with focus on social and career networking.
- Create a stronger social media presence by liking, posting, checking in, and sharing relevant content and WSBA posts with their new and young lawyer social networks through personal social media accounts and WYLC Facebook page.
- Determine the best way of distributing a calendar of regional new lawyer events for the year to new admittees, and new and young lawyers.
- Work with staff, local, and minority bar associations to host live PREP programs.
- Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.
- Notify and encourage new/young lawyers to apply for WYLC positions.

Colin McMahon	Chair	WSBA Staff Sue Strachan, Legal Community Outreach Specialist Connor Smith, Communications Coordinator
Maha Jafarey	Member	
Laura King	Member	

Timeline and Goals:

Meeting Dates and Times:

- Thursday, November 15 at 3pm (cancelled)
- Thursday, January 17 at 3pm
- Thursday, March 21 at 3pm
- Thursday, May 16 at 3pm
- Thursday, September 19 at 3pm

AWARDS

Awards Subcommittee

- Administer the Public Service & Leadership Award (PSLA) and select four new or young lawyer recipients.
- Write NWSidebar blog posts and/or NWLawyer article about PSLA awardees.
- Coordinate awards for outgoing WYLC members

Emily Ann Albrecht	Chair	
Ian McCurdy	Member	

Timeline and Goals: (could schedule to meet monthly as awards/programs are ongoing throughout the year)

- December:

- Update PSLA award;
- WYLC Chair-elect recruitment – do we recruit for this outside the WYLC? Isn't this something we should announce at our WYLC Meetings?

- January:
  - PLSA Award kickoff
  - Recruit, promote applications
- May:
  - PLSA award deadline early May; decision by end of month
  - Deadline to write blog posts and/or articles about PSLA
- August:
  - Coordinate awards for outgoing WYLC members

Meeting Dates and Times:

- Friday, November 30 at 1pm
- Friday, February 1 at 1pm
- Friday, May 17 at 1pm
- Friday, August 2 at 1pm

EMPLOYMENT

Rural Recruitment and Retention Subcommittee

Educate the Bar, Law Schools and Membership on the rural retention challenge and the opportunities to successfully build a rural practice.

- Explore co-hosting the "Northwest Regional Summit" in partnership with the Oregon New Lawyers Division in 2019.
- Explore developing an RFP for the Access to Justice Conference workshop that will focus on the changing landscape of membership practicing in rural communities and address concerns of legal professionals in rural communities.
- Work with staff on the "Rural Placement Pilot Project" to connect WYLC regional representatives to fellows.
- Help identify counties and other potential participants such as law schools, local bar associations, etc. to participate in pilot, and provide additional support for this pilot program.

Jordan Couch	Chair	
Alixanne Pinkerton	Member	
Brian Neuharth (alternate)	Member	
Maha Jafarey (alternate)	Member	

Timeline and Goals: (do we know any deadlines for the summit with OR?)

Meeting Dates and Times:

- Thursday, November 1 at 11am
- Monday, January 14 at 11am
- Tuesday, March 5 at 11am
- Tuesday, May 28 at 11am
- Tuesday July 16 at 11am
- Tuesday, September 10 at 11am

BYLAWS

Bylaws and Governance Subcommittee This subcommittee will be doing work preparing proposed Bylaws changes affecting the young lawyer definition as well as the young lawyer BOG position. The subcommittee plans on interfacing more closely with the BOG and the state Supreme Court and analyzing how pending litigation and the Janus decision affect WSBA governance.		
Mike Moceri	Chair	
Nathan Beard	Member	
Zach Davison	Member	
Timeline and Goals:		
Meeting Dates and Times: • Friday, November 2 at 9am • Friday, December 7 at 9am • Friday, January 4 at 9am • Friday, February 1 at 9am • Friday, March 1 at 9am • Friday, April 5 at 9am • Friday, May 3 at 9am • Friday, June 7 at 9am • Friday, July 5 at 9am • Friday, August 2 at 9am • Friday, September 6 at 9am		

ABA

ABA Subcommittee • Administer ABA YLD Meeting Scholarship for midyear (one $250 award) and annual meetings (two $225 awards). • Administer notifying, recruiting, picking young/new lawyers to be delegates to midyear and annual assembly to represent the young/new lawyer voice of WA • Notify, recruit new and young lawyers to apply for scholarship. Set application deadlines. • Evaluate the scholarship applications and pick scholars • Work with ABA liaison, staff and leadership		
Ben Hodges	Chair	
Cat Holm	Member	

Timeline and Goals:
• September/October 2018:
  o ABA Scholarship for Midyear Kickoff.
  o Recruit for applications for scholarships
  o Recruit delegates
  o Send out emails, use social media, word of mouth, etc.
• November:
  o ABA Scholarship for Midyear deadline mid-November; decision by end of month
  o Pick 5 delegates to represent WA
• February:
  o ABA Scholarship for Annual meeting kickoff
• June:		

o Deadline for ABA scholarship early June; decision by end of month • September/October 2019: o ABA Scholarship for Midyear Kickoff
Meeting Dates and Times: • November: (none) • January: • March: • May: • July: • September: