

# WASHINGTON STATE B A R A S S O C I A T I O N

## 2020 SECTION ANNUAL REPORT

**January 1 - December 31, 2020**

*Deadline: Friday, December 4, 2020*

<b>Name of the Section:</b>	<i>Labor and Employment Law Section</i>	
<b>Chair:</b>	<i>Tina Aiken</i>	
<b>Section Information:</b>  <i>*To be completed by WSBA Staff*</i>	Membership Size: <i>(As of December 1, 2020)</i>	997
	Staff Lead:	Eleen Trang
	BOG Liaison:	Bryn Peterson
	FY20 revenue (\$): <i>As of September 30, 2020</i>	\$43,561.04
	FY20 direct expenses (\$): <i>(As of September 30, 2020; does not include the Per-Member-Charge)</i>	\$19,221.34
<b>Purpose:</b> <i>(Usually stated in the Section's Bylaws)</i>	<p>The purpose of the Section shall be to seek the participation of all interested members of the Bar including plaintiff's and defense counsel from both the public and private sectors and state and local bar associations to benefit such members, their clients and the general public.</p> <ol style="list-style-type: none"> <li>a. By providing a forum for members to exchange ideas in all areas of labor and employment law.</li> <li>b. By establishing an annual CLE and business meeting</li> <li>c. By undertaking such other service as may be of benefit to the members, the legal profession and the public.</li> </ol> <p>The Section coordinates events that keep practitioners informed on the latest developments in employment law, which promotes competency and ethical practice in the Bar.</p>	
<b>2020 Accomplishments and Work in Progress:</b>	<p>In past years, the Section has hosted an annual CLE and three or four mini-CLEs. This year has been challenging due to COVID-related restrictions, and our Section's Spring mini-CLE was canceled as a result. In July, our Section hosted a webinar mini-CLE that focused</p>	

on issues relating to the release of public employee information. The Section discussed hosting a mini-CLE in the Fall; however, the uncertainty surrounding COVID-related restrictions and led to the decision to forego the seminar. Our annual CLE in November was entirely virtual and well attended despite not having the in-person draw. As in the past, we strove for interactive panel discussions and speakers from around the state, to feature the breadth and depth of all the various perspectives in our Section.

The WSBA’s Open Section Night in February was canceled due to COVID. However, our Section participated in a Section Outreach event hosted by Gonzaga University in October, where students and recent graduates had the opportunity to meet and discuss the Section with its representatives. The event was held via Zoom and was similar to the Open Section Night the WSBA has hosted in the past.

The Section has also strived, and will continue to strive, to increase access to member benefits and programs for lawyers of moderate means and in the central and eastern parts of the State. In 2021, our Section intends to plan three or four mini-CLEs, in addition to its annual CLE.

<b>Please quantify your section’s current member benefits:</b>	<b>Quantity</b>	<b>Member Benefit</b>
<i>For example:</i> <ul style="list-style-type: none"> <li>• \$3000 Scholarships, donations, grants awarded;</li> <li>• 4 mini-CLEs produced</li> </ul>	<b>\$15,000</b>	Law Student Summer Grants awarded: 1 summer grant award winner per law school in the 3 law schools in the state. This was \$5,000 per student/summer grantee in 2020.
		Law school outreach events/benefits hosted
		Legislative bills reviewed/drafted – We do not take positions on bills because our Section is so diverse and represents so many attorneys that we are unlikely ever to form a consensus.
		Newsletters/publications produced – None. We educate/share through Seminars, Mini-CLEs, the list-serve, and the WSBA website.
	<b>1</b>	Mini-CLEs produced – See above.
	<b>1</b>	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA – See above.
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with non-WSBA entity

		Receptions/forums hosted or co-hosted – See above.
		Recognitions/Awards given – See above.
		New Lawyer Outreach events/benefits – See above.
		Other (please describe):
<b>Looking Ahead: Goals &amp; Priorities for 2021 (Top 5)</b>	<b>1</b>	Increase diversity of membership and CLE speakers. We strive to provide speaking and other leadership and development opportunities to those from historically underrepresented backgrounds. This is an emphasis in all our planning and outreach activities.
	<b>2</b>	Increase membership and offerings to members throughout the state; particular emphasis to increase membership outside Puget Sound, in smaller legal markets, and among small firm and solo practitioners.
	<b>3</b>	Maintain outreach to law students and younger lawyers.
	<b>4</b>	Continue to focus on ways to foster community and the sense of professionalism with and among members from and among all areas of labor and employment practice, as well as the judiciary, neutrals, and the community in general.
	<b>5</b>	
<p><b>Please report how this section is addressing diversity:</b>          (Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)</p> <p>See above.</p>		
<p><b>Please report how this section is addressing professionalism:</b>          (Does the section’s work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)</p> <p>See above.</p>		
<p><b>Please report how this section is integrating new and young lawyers into its work:</b>          (How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)</p> <p>We strive in other ways to make our outreach events accessible to new and young lawyers. Also, see above.</p>		

**Note:** Annual Reports will be provided to the WSBA Executive Director and Board of Governors and will be posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the January 2021 BOG Meeting Materials.

**Return by December 4, 2020 to [eleent@wsba.org](mailto:eleent@wsba.org)**