

WASHINGTON STATE BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2025: October 1, 2024 – September 30, 2025

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards^j), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2024 – September 30, 2025. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 17: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	Labor and Employment Law
Chair or Co-Chairs:	Sarah Spierling Mack
Staff Liaison: (include name, job title, and department if known)	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Christopher Bhang
Purpose: <i>May be stated in Bylaws, Charter, Court Rule, etc.</i>	
The purpose of the Section shall be to seek the participation of all members of the Bar interested in labor and employment law, including plaintiff's and defense counsel from both the public and private sectors, to benefit such members, their clients, and the general public.	
Strategy to Fulfill Purpose:	
(A) By providing a forum for members to exchange ideas in all areas of labor and employment law. (B) By establishing an annual CLE conference and multiple smaller CLEs. (C) By providing grants to law students interested in labor and employment law. (D) By undertaking such other services as may be of benefit to the members, the legal profession, and the public.	

How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
The Section coordinates events that keep practitioners informed on the latest developments in labor and employment law, which promotes competency and ethical practice in the Bar.	
Top 2024-2025 Section Accomplishments:	
We planned, executed and hosted our 24th Annual Labor and Employment CLE, a full day CLE event, in November of 2024.	
We hosted two mini CLEs. The first was about the gig economy and the second was a joint CLE with the Health Law Section, in which we contributed three topics involving employment issues in health-related settings.	
We provided a summer grant to a local law student from Gonzaga University, who spent their summer working in otherwise unpaid L&E positions.	
Next Fiscal Year: 2025-2026 Top SMART Goals & Priorities: <i>Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound</i> Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.	
1	Host 3-4 mini CLEs, and 1 full day CLE conference
2	Provide 2-3 summer grants to law students
3	Create new position, such as social media/communication coordinator, for New Member Liaison to increase involvement on Committee
Looking Ahead: <i>Please share any long-term goals and/or priorities that your entity aims to address.</i>	
1	Increase activity on Section listserv, maybe seek dedicated social media volunteer.
2	Plan alternatives for Annual CLE conference to decrease costs and increase revenue
3	Click or tap here to enter text.
Please describe how this entity is addressing diversity, equity, and inclusion: <i>How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?</i>	
One of the Section's primary focuses in the 2024-2025 fiscal year was to increase diversity on the Executive Committee, particularly with respect to an increase in representation by attorneys outside of the Seattle metro area. We have been accomplishing that goal with members representing the east and southwest regions of the State. In addition, , in all of our activities, is to increase diversity of	

Sections

membership and CLE speakers. We strive to provide speaking and other leadership and development opportunities to those from historically underrepresented backgrounds. The Section also continues 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.	
Please share feedback regarding the support and engagement provided by WSBA staff and leadership <i>For example:</i> • <i>Quality of WSBA staff support/services, including technology solutions</i> • <i>Involvement with Board of Governors, including assigned BOG liaison</i> • <i>Ideas you have on ways WSBA can continue to strengthen/support your entity.</i>	
Click or tap here to enter text.	
Please quantify your section's 2024-2025 member benefits: <i>For example:</i> • <i>\$3000 Scholarships, donations, grants awarded;</i> • <i>4 mini-CLEs produced</i>	
Sponsored mini CLE on gig economy	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
Co-sponsored mini CLE with Health Law Section	Co-sponsored half-day, full-day and/or multi-day CLE seminars with <i>non</i>-WSBA entity.
Produced and sponsored full-day annual CLE	Co-sponsored half-day, full-day and/or multi-day CLE seminars with <i>non</i>-WSBA entity.
\$7500 granted to summer law school grantee	\$ amount given through donations/scholarships/grants.
Click or tap here to enter text.	Newsletters/publications produced
2	Mini-CLEs produced
Click or tap here to enter text.	New Lawyer Outreach events/benefits
Click or tap here to enter text.	Recognitions/Awards given
Click or tap here to enter text.	Legislative activity (Bills reviewed, tracked, proposed)
Click or tap here to enter text.	Other (please describe):
Click or tap here to enter text.	Other (please describe):

Sections

SECTION DATA <i>To Be Completed by WSBA Sections Team</i>		
Section Membership Information:	978	Membership Size: <i>As of September 30, 2025.</i>
	\$45550.52	FY25 Revenue (\$): <i>As of September 30, 2025.</i>
	\$16395.33	FY25 Direct Expenses (\$) <i>As of September 30, 2025. This does not include the Per-Member-Charge.</i>
Section Executive Committee Information:	18 voting/0 non-voting	Full Size of Executive Committee (per Section bylaws): <i>Include and specify voting and non-voting positions.</i>
	0	Number of Vacancies for FY26: <i>The number of vacant positions as of October 1, 2025 (FY26).</i>
	4	Number of Applicants for FY26 open positions: <i>Applications submitted in the Spring of 2025 for vacant positions and terms beginning October 1, 2025 (FY26)</i>