

WASHINGTON STATE BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2022: October 1, 2021 – September 30, 2022

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 Boards¹), 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, 2021 – September 30, 2022. 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 Monday, October 17: Please submit by emailing to Sections Program Specialist Carolyn MacGregor at carolynm@wsba.org.

Name of Entity:	Labor and Employment Law Section
Chair or Co-Chairs:	Tina Aiken
Staff Liaison: <i>(include name, job title, and department if known)</i>	Carolyn MacGregor
Board of Governors Liaison:	Alec Stephens
Purpose of Entity: <i>May be stated in Bylaws, Charter, Court Rule, etc.</i>	
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.	
Strategy to Fulfill Purpose:	
The Section provides a forum for members to exchange ideas in all areas of labor and employment law, it hosts an annual CLE and business meeting, and it undertakes such other service as may be of benefit to the members, the legal profession, and the public.	
How does the entity'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 employment law, which promotes competency and ethical practice in the Bar.

2021 -2022 Entity Accomplishments:

Our Section coordinates events that keep members informed on the latest developments in labor and employment law, which promotes competency and ethical practice in the Bar. The Section also provides a forum for members to exchange ideas about this area of the law. In past years, our Section has hosted an annual CLE and three or four mini-CLEs each year. However, the uncertainty surrounding COVID-related restrictions resulted in fewer seminars this past year. Like other sections, our Section pivoted from hosting in-person seminars to a virtual education format at the beginning of the pandemic. These virtual CLEs have been well-attended. In November 2021, our Section’s annual CLE 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. In June 2022, our Section hosted a webinar mini-CLE on the reemployment rights and protections from workplace discrimination that servicemembers are entitled to under the Uniformed Services Employment and Reemployment Rights ACT. The CLE also covered the ethics involved in representing servicemembers and veterans. In August 2022, our Section hosted a webinar mini-CLE that provided practical guidance on accommodating religious preferences. In addition, our Section sponsored a summer grant program for law students from law schools within the State. The summer grant program provides a stipend to students working in labor or employment law during the summer in Washington for a government entity, non-profit, or union. One student is selected from the University of Washington, Seattle University, and Gonzaga University. Our Section’s portion of the grant is \$7,500 per student, and each school contributes an additional amount toward their student’s stipend.

Looking Ahead: 2022-2023 Top Goals & Priorities:

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| 1 | Plan and host the Section annual CLE |
| 2 | Plan and host 3-4 mini CLEs |
| 3 | Plan and host monthly virtual meetings on current labor and/or employment law issues |
| 4 | Sponsor a summer grant program for law students from law schools within the State |
| 5 | Plan and implement networking opportunities for young lawyers and law students |

Please describe how this entity is addressing diversity, equity, and inclusion:

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 committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?

Our Section seeks to increase the diversity of its 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.

Please share feedback regarding the support and engagement provided by WSBA.

For example:

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

The WSBA staff has been essential in organizing and assisting with /providing support for our virtual format CLEs – we have required staff’s assistance with managing and using the ON24 platform.

SECTIONS ONLY: Please quantify your section’s 2021-2022 member benefits:

For example:

- *\$3000 Scholarships, donations, grants awarded;*
- *4 mini-CLEs produced*

Click or tap here to enter text.	Newsletters/publications produced
2	Mini-CLEs produced
1	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with <i>non</i> -WSBA entity
Click or tap here to enter text.	Receptions/forums hosted or co-hosted
3	Recognitions/Awards given: Three \$7,500 grants awarded to law students
Click or tap here to enter text.	New Lawyer Outreach events/benefits
Ongoing	Other (please describe): Section List Serve to provide Section Members a means of communicating with other practitioners in the Labor & Employment area
Click or tap here to enter text.	Other (please describe):

SECTIONS ONLY: Please quantify your section’s 2021-2022 legislative activity.

Click or tap here to enter text.	Bills reviewed
Click or tap here to enter text.	Bills tracked
Click or tap here to enter text.	Comments proposed

	Click or tap here to enter text.	Bills proposed/drafted
Entity Detail & Demographics Report: To Be Completed by WSBA Staff		
Size of Entity:	15	
Membership Size: (for Sections Only) <i>(As of September 30, 2022)</i>	973	
Number of Applicants for FY23 <i>(October 1, 2021 – September 30, 2022)</i>	9	
Number of current volunteer vacancies for this entity	0	
FY22 Revenue (\$): For Sections Only: <i>As of September 30, 2022</i>	\$54,079.39	
Direct Expenses: <i>As of September 30, 2022. For Sections, this does not include the Per-Member-Charge.</i>	\$44,090.05	

ⁱ Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support its responsibility under [GR 12.3](#), to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.