

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | WSBA Office, 1325 Fourth Ave., Ste. 600, Seattle
Saturday, January 20, 2024 | 10:00 a.m. – 12:30 p.m.

Via [Zoom](#) | Meeting ID: 857 9788 6055 | Passcode 551212 | Call In 888-788-0099

AGENDA

1. Welcome & Approval of June Meeting Minutes Aaron Haynes, WYLC Chair
2. Introductions Aaron Haynes
3. Board of Governors Liaison Update Jordan Couch, At-Large Board of Governor (Young Lawyers)
4. WSBA/WYLC Updates Aaron Haynes, Curtiss Melvin, Member Engagement Specialist, Stephan Yhann, At-Large
 - a. Potential Candidates for At-Large BOG Liaison Appointment Aaron Haynes
 - b. Change WYLC Meeting Date from May 2/3 to April 20 Aaron Haynes
 - c. APEX Awards Nomination Curtiss Melvin
 - d. WYLC Partnership with MentorLink Mixer: Navigate a Courtroom 2.8.24, 4:00-5:30 Curtiss Melvin
 - e. Potential Mentors for Legal Lunchbox: Creating Access to Legal Profession 1.30.24, 12:00-1:30 Aaron Haynes
 - f. Statewide E-Filing, Statewide Outreach, Spring Swearing in Ceremony Stephan Yhann

2023 - 2024 WYLC Meeting Schedule

November 18, 2023	Meeting: 10:00 am – 2:00 pm	Hybrid/WSBA Offices, Seattle
January 20, 2024	Meeting: 10:00 am – 12:30 pm	Virtual
March 16, 2024	Meeting: 10:00 am – 12:30 pm	Hybrid/Vancouver
April 20, 2024	Meeting: 10:00 am – 2:00 pm	Hybrid/WSBA Office, Seattle
July 13, 2024	Meeting: 10:00 am – 12:30 pm	Hybrid/Bellingham
September 14, 2024	Meeting: 10:00 am – 2:00 pm	Hybrid/Seattle

- g. Vote on Emily Albrecht ABA Proxy Delegate for WYLC Group Discussion/Potential Action

- 5. Project Team Presentation and Regional Reports Group Discussion/Potential Action
 - a. Awards Aaron Haynes
 - i. ABA Scholarship
 - ii. Public Service Leadership Award

 - b. Bylaws – Zach
 - c. STAR Committee – Cody
 - d. Recruitment/Outreach – Zach
 - e. Financial Focus CLE – Cody, Elyse

- 6. New ideas for Next Meeting Group Discussion

- 7. Adjournment Aaron Haynes

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Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.

2023 - 2024 WYLC Meeting Schedule

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WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting I Virtual Only Saturday, June 24, 2023 | 10:05 a.m. – 2:10 p.m. Meeting Minutes

WYLC Members Present In-Person or Phone: Cody Branstetter, Emily Albrecht, Mason Ji, Marye Scott, Sydney Martinez, Stephan Yhann, Zachary Davison

WYLC Members Absent: Alyssa Nevala (unexcused), Carnissa Lucas-Smith (unexcused), Catarina Ferreira (unexcused), Elyse Lopez (excused), Aaron Haynes (excused), Zachary Bryant (excused)

Board of Governors Liaisons: Kari Petrasek 10:35am

WSBA Staff: Chelle Gegax – WSBA Member Services and Engagement Administrative Assistant, Curtiss Melvin - WSBA Member Engagement Specialist, Julianne Unite – WSBA Member Services and Engagement Manager

Guest: Interim Chair of Senior Lawyers Section, Jeanine Lutzenhiser

Welcome & Approval of March Meeting Minutes

Washington Young Lawyers Committee (WYLC) Chair, Zachary (Zach) Davison, called the meeting to order at 10:05 a.m. On motion by WYLC Committee Member, Mason Ji, seconded by WYLC Committee Member Cody Branstetter, the WYLC voted to approve (7-0-0) to approve the May WYLC meeting minutes.

Introductions

Zach invited those in attendance to introduce themselves. Interim Chair of the Senior Lawyers Section, Jeanine Lutzenhiser, introduced herself and provided others in attendance with a description of her work with Sections and how it could benefit by partnering with the WYLC. Jeanine encouraged the WYLC to participate in their Senior Lawyers Section CLE/Webinar, upcoming on July 14.

WSBA Updates

WSBA Member Services and Engagement Manager, Julianne Unite, provided WSBA and Board of Governor (BOG) updates. Julianne stated that the BOG had their first draft review of FY24 budget and where they should prioritize the budget. They discussed if they should raise license fees because that is where the budget comes from. However, license fees are set through FY24, if changes occur it would be FY25 and beyond. The BOG discussed the TAXICAB group, they came up with the policy of how the Bar administers those court appointed boards and committees because court boards have somewhat different roles and rules due to the fact they report directly to court. The BOG discussed the proposed amendment to General Rule 12, specifically 12.2C to 12.1C. As this was discussed on first read, there was no action taken at this time. The BOG discussed proposed amendments to RPC 1.2 and 8.4 regarding reproductive health care services. These

proposed amendments stem from the overturning of Roe vs. Wade. The proposed amendment is to protect Washington lawyers advising people on Washington laws when it come to their reproductive health rights for people who are in more restrictive states. Julianne stated that the WYLC will need to schedule a meeting next year to select and vote on new incoming WYLC BOG Liaisons because Jordan Couch's term will end. Julianne stated the WYLC should consider doing more work with mentorship. Particularly with partnering with Member Services and Engagement team for their Financial Focus MentorLink Mixer on August 24. Marye Scott and Cody Branstetter said they would be interested in partnering with the Financial Focus Mixer.

WYLC BOG Liaison: Kari Petrasek

Kari attended the WYLC meeting to provide updates on BOG/WYLC related matters. Kari stated that she thought the proposed bylaws amendment to change the name and/or definition of a new lawyer is a good idea. Kari said the STAR Committee is proposing to increase their budget from \$5k to \$55K, so they can focus on engagement within rural communities, summits, address small town and rural practice deficits, and provide forum to benches, bars, and communities in rural areas. The committee is proposing a portion of the funds be utilized as a stipend for law students lodging/living expenses when doing legal assignments in rural areas. Kari encouraged the WYLC to partner with the STAR Committee and get involve in more rural outreach and recruitment throughout the state like they did when she was the president. Kari suggested that the WYLC may want to consider changing from a committee and become a division again, and that may streamline and expedite the current approval process. Julianne Unite commented and said regardless of whether they are a committee or division they would still be held to the same policies and procedures for getting projects approved. Kari advised the WYLC should get more involved with the ABA YLD committees and boards because they have a lot of resources and opportunities to connect with other legal professionals outside of Washington state. Kari also advised that if the WYLC is considering making any changes from committee to a division they should include this in their current bylaw's amendment proposal, because they may not be given the opportunity later.

PSLA Update

On motion by Zach, seconded by WYLC Committee Member, Emily Albrecht, the WYLC unanimously approved (7-0-0) to award the Public Service and Leadership Award to Danielle Dallas and Angelica Maria Gonzalez.

Vacant WYLC Position Recruitment

Julianne stated that the WYLC needed to select a new Chair Elect and there are five other vacant position that need to be filled. Mason offered to be the next Chair Elect.

Project Team Presentation and Regional Reports

Recruitment/Outreach – Alyssa, Zach, Marye, Cody, Elyse

No updates provided.

STAR Committee – Zac B, Cody

No updates provided.

Financial Focus CLE – Marye, Cody, Elyse

Marye provided update on the financial focus CLE. They have set a date and time of August 16, 2023 from 11:00 a.m. -1:00 p.m., with two speakers. The focus will be on opening a practice with loans, and ethical responsibilities of handling clients' money.

Awards/ABA YLD – Aaron, Emily

Julianne advised that the WYLC needs to select another ABA YLD Rep. Emily said she would be interested in doing it as a proxy since she already has the experience and training. However, she would need to find out if she could be proxy if she is not a member of the WYLC. Mason said he would be interested in being an ABA District Representative, because he is already committed to attending the annual conference. On motion by Emily, seconded by Zach, the WYLC unanimously approved (7-0-0) to move in the WYLC budget to serve as the ABA YLD District Representative interim delegate. On motion by Mason, seconded by Zach, the WYLC unanimously approved (7-0-0) to appoint Emily as the ABA District Representative.

Emily researched that she would age out of being able to be ABA District Representative, but she could be a proxy according to ABA policies and procedures. Emily advised the WYLC should recruit/select a new ABA DR. Mason offered to be the next ABA DR. On motion by Zach, seconded by WYLC Committee Member Stephan Yhann, the WYLC unanimously approved (7-0-0) that Emily serves as proxy ABA District Representative. On motion by Stephan Yhann, seconded by Zach, with abstentions from Mason Ji, the WYLC approved (6-0-1) that Mason Ji serve as the WYLC's ABA YLD District Representative. On motion by Stephan, seconded by Mason, the WYLC unanimously (7-0-0) approved to reallocate funds for general ABA relations, subject to request and approval from the committee. On motion by Stephan, seconded by Mason, the WYLC unanimously (7-0-0) to approve the request to broaden the scope of funds for ABA purposes.

Bylaws – Zach, Mason

Mason proposed extending years of practice from five to 10 years and to eliminate the age restriction which is currently set at 36 years old. The proposed bylaws are for Article VI, XI, and XII. They are proposing replacing 'young lawyers' with '*new and young lawyers*' and adding '*as a lawyer in Washington state*'. The BOG proposed using '*new*' and take out '*and young*'. The BOG proposed changing to the age restriction to 10 year of practice in any state, or 5 years in Washington state. The WYLC is considering if they should include non-legal professionals (LLLT's/LPO's) as lawyers' or use active members practicing law. They are also considering the possible change from a committee to a division. On motion by Mason, seconded by Marye, the WYLC unanimously voted (7-0-0) to explore the questions of changing from a committee to a division and researching the feedback that was received from the BOG regarding the proposed bylaw amendments. The WYLC decided not to send the bylaws amendment for a second read until after August so they can research the potential changes.

Trial Advocacy Program – Zach, Alyssa

No updates provided.

New Ideas for Next Meeting

Stephan proposed a swearing in ceremony and mixer in September. It was discussed to potentially provide the students from eastern Washington with subsidized lodging. Zach offered to see if his firm would sponsor the alcohol and banquet hall and Stephan said he would research the subsidize lodging component, food/beverage, and he had a judge who would do the swear in if needed. Curtiss said he would check if some Sections would be willing to partner. Zach proposed that he would like to have the September meeting be in person. Mason advised that he would reach out to his CLE connection to see if

he had a CLE that could possibly be offered during the event. The WYLC proposed moving the September 9, 2023, meeting to September 16, 2023, to allow for more time to research action items.

Adjournment

Zach adjourned the meeting at 2:10 p.m.

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FY23 Overview for FY24 Budget & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the WSBA.
- The WSBA's Chief Financial Officer is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize WSBA programming.

About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the four line items that correspond to the work of the WYLC.

G/L Account #	Expense Name	FY22 YE	FY23 Budget	Actual FY23 YTD*	Est. FY24 Budget
50095	WYLC CLE Comps	\$159	\$1,000	\$0	\$1,000
55266	WYLC Outreach Events	\$ 891	\$1,500	\$ 0	\$ 1,500
58525	WYLC Scholarships, Donations, and Grants	\$ 0	\$5,000	\$ 0	\$ 5,000
55270	WYL Committee	\$2,003	\$12,000	\$ 0	\$13,500
	Totals	\$ 3,053	\$19,500	\$ 0	\$21,000

*As of February 2023.

- Line item 50095 allocates funding for CLE comps for the Public Service and Leadership Award recipients. Over the past few years, recipients have not redeemed their free CLE, however, in

FY22 at least one recipient submitted a request to redeem their CLE. The WYLC planned to continue to offer this award in FY23. Applications are currently open for FY23 and the application deadline is June 9.

- Line item 55266 allocates funding for outreach events. In FY22, the WYLC participated in three outreach events for \$500 each (one for virtual networking event with GP Solo during the ABA Midyear, one for a networking event at the July meeting in Tacoma, and one for a joint event with Iowa YLD and Law School Transparency). In FY23, the WYLC plans to continue to host outreach events. The WYLC will need to decide if they want to do an outreach event during the Vancouver meeting. The WYLC is currently proposing an outreach/recruitment event for upcoming graduates who pass their bar examine, they are proposing it be hosted at a winery, and they would like to have a Chief Justice to swear in the new graduates. Stephan Yhann has taken the lead and is preparing a proposal to present to the members.
- Line item 58525 was historically for the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21 and FY22, the ABA meetings were free and virtual. As such, in FY21 the WYLC voted on to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC continued to identify other possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants in FY23. In FY22, the WYLC did not award any scholarships. In FY23, the WYLC plan to offer scholarships to ABA YLD meetings. The WYLC did not award any scholarships for the Midyear in February, but plan on offering scholarships for the Annual in August. Applications are currently being accepted for the Annual meeting.
- Line item 55270 allocates meeting costs, which currently includes some hybrid and outside of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. In FY22, due to the pandemic, the WYLC met virtually primarily with minimal costs incurred. The FY23 number assumed the WYLC may meet in person/hybrid more frequently than in FY22 and includes costs for the ABA District Rep to travel for ABA YLD meetings. The WYLC planned a hybrid meeting Nov. 2022, because of limited participation the meeting was changed to remote only. There is another hybrid meeting scheduled for June with the BOG in Vancouver, WA. For FY24, budget increased to address increased costs for in-person meetings, with a target goal of having at least four (4) meetings be held in person in different locations across Washington next year.

Timeline

The WYLC needs to submit the draft FY24 budget to WSBA staff no later than **March 15, 2023**. WSBA staff will then submit the entire Member Services and Engagement Cost Center budget to WSBA Finance on March 17, 2023. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Julianne Unite julianneu@wsba.org by **March 15, 2023**. This request must include the following information:

1. What is the change/request?	
2. What is the amount? ○ Does this include an overall increase, or are you moving funds from another line item?	
3. How does this fit in the WSBA strategic priorities?	
4. Outcomes or Return on Investment	

DRAFT

WASHINGTON STATE BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT FORM

FY 2023: October 1, 2022 – September 30, 2023

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 FY2023 (October 1, 2022 – September 30, 2023). 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 the staff liaison.

Submission Deadline is Friday, October 13: please submit by emailing barleaders@wsba.org or requesting that your staff liaison submit the report internally.

Name of Entity:	Washington Young Lawyers Committee
Entity Size: <i>Total Number of Entity/Section Executive Committee Positions</i>	18
Chair or Co-Chairs:	Zachary Davison
Staff Liaison: <i>Include name, job title, and department if known</i>	Curtiss Melvin
Board of Governors Liaison(s):	Jordan Couch and Kari Petrsek
Purpose of Entity: <i>May be stated in Bylaws, Charter, Court Rule, etc.</i>	
The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy. Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to: 1) encourage the interest and participation of new and young lawyers and law students in the activities of the WSBA; 2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; 3) and upholding and supporting the Guiding Principles of the WSBA.	

Strategy to Fulfill Purpose:

This year’s focus on fulfilling the WYLC’s purpose involved four key areas:

- 1. Outreach and communication;
- 2. Public Service and Leadership;
- 3. Access to justice and Rural Recruitment and Retention
- 4. ABA YLD Representation

The accomplishments goals outlined in this document reflect how the work of the WYLC addressed these priorities and fulfills the purpose of the WYLC.

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”?

- 1) As new and young lawyers come in, the WYLC helps those lawyers navigate through difficult issues and connect with the WSBA and its member services.
- 2) We have a committee member involved in the Small Town and Rural Committee (STAR) and the Young Lawyer member. STAR works to bridge the gap between retiring practitioners and new lawyers to ensure consistent access to justice in rural communities.
- 3) The WYLC encourages all new and young lawyers to participate in public service. The WYLC also gives our Public Service and Leadership Awards every year to recognize outstanding achievement.

2022-2023 Entity Accomplishments:

Outreach and Communication

The WYLC continued its standard programming of sending out periodic informational update emails to its constituents. It also strengthened its relationships with BOG members in additional efforts to connect with more new and young lawyers across the state. Through this process, the WYLC continued brainstorming new ways to connect and engage with those attorneys on a more regular basis. The WYLC looks forward to executing on those ideas in the upcoming fiscal year.

Public Service and Leadership

The Public Service and Leadership Award (PSLA) exists to connect and recognize new and young lawyers that demonstrate values of public service and leadership. The WYLC received several two nominations and voted to honored two new young lawyers this year with the PSLA. A WYLC member drafted the article about the PSLA recipients for and upcoming Washington State Bar News issue.

RRR/AATJ

The WSBA established the STAR Committee to help address what will bring new and young lawyers to underserved rural areas. WYLC member Zachary Bryant is serving as the STAR

Committee's Young Lawyer Liaison.		
Looking Ahead: 2023-2024 Top Goals & Priorities:		
1	Provide more in-person meetings and social opportunities to connect with young lawyers in more geographically diverse settings.	
2	Provide opportunities for the WYLC to connect and provide guidance to law students.	
3	To maximize the efficiency and meaningfulness of the WYLC meetings.	
4	To use the WYLC's resources on projects and events that more meaningfully align with the goals of the WYLC.	
5	To encourage and develop working relationships with county bar young lawyers divisions.	
<p>Please describe how this entity is addressing diversity, equity, and inclusion: <i>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?</i></p>		
<p>The WYLC meetings are conducted in a manner to encourage and support all members to voice their opinions and be included in the decision making process. The WYLC also focused on projects specifically designed to facilitate DEI, including a project to expand the definition of "new and young lawyer" to encapsulate a broader swath of attorneys.</p>		
<p>Please share feedback regarding the support and engagement provided by WSBA. <i>For example:</i></p> <ul style="list-style-type: none"> • <i>Quality of WSBA staff support/services, including technology solutions</i> • <i>Involvement with Board of Governors, including assigned BOG liaison(s)</i> • <i>Ideas you have for ways WSBA can continue to strengthen/support your entity.</i> 		
<p>The WYLC continues to enjoy support from the WSBA. WSBA-staff liaison Curtis Melvin is very responsive and provides helpful support and guidance to the WYLC. The WYLC also appreciates WSBA Manager of Member Services and Engagement Programs Julianne Unite's continued support and engagement. Member Services and Engagement Administrative Assistant Chelle Gegax also regularly attends meetings to support the WYLC members.</p> <p>Jordan Couch and Kari Petrasek served as the BOG's young lawyer liaison. Jordan and Kari attended some of the meetings this year, briefing WYLC members on BOG activities, fielding member questions, and providing insights. Both BOG Liaisons encouraged WYLC members to reach out for additional support when needed.</p>		
SECTIONS ONLY: Please quantify your section's 2022-2023 member benefits:	Click or tap here to enter text.	Newsletters/publications produced

<p><i>For example:</i></p> <ul style="list-style-type: none"> • \$3000 Scholarships, donations, grants awarded; • 4 mini-CLEs produced 	Click or tap here to enter text.	Mini-CLEs produced
	Click or tap here to enter text.	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
	Click or tap here to enter text.	Scholarships, Donations, & Grants
	Click or tap here to enter text.	New Lawyer Outreach events/benefits
	Click or tap here to enter text.	Other (please describe): Click or tap here to enter text.

Entity Detail & Demographics Report: To Be Completed by WSBA Staff	
Number of Entity Members/Section Executive Committee Members:	12
Number of Section Members: <i>As of September 1, 2023. Note: The Section Membership year runs on the calendar year.</i>	Click or tap here to enter text.
Number of Applicants for FY24 Positions: <i>October 1, 2023 – September 30, 2024</i>	9
Do you have vacant positions for the coming year, FY24?	4
FY23 Budgeted Direct Expenses: <i>As of September 30, 2023. For Sections, this does not include the Per-Member-Charge.</i>	\$19,500
FY23 Indirect Expenses: <i>All entities other than Sections</i>	Click or tap here to enter text.
FY23 Demographics:	

The WSBA promotes diversity, equality, and cultural competence in the courts, legal profession, and the bar, and is committed to ensuring that its committees, boards, and panels reflect the diversity of its membership.

Aside from the factors marked (*), demographic information was provided voluntarily, and individuals had the option to not respond to any or all of the factors below.

Disability	No	%
	Chose Not to Respond	%
District*	0	%
	1	%
	2	%
	3	%
	4	%
	5	%
	6	%
	7N	%
	7S	%
	8	%
	9	%
10	%	
Ethnicity	White or European Descent	%
	Middle Eastern Descent	%
	Multi-Racial or Bi-Racial	%
	Chose Not to Respond	%
Gender	Female	%
	Male	%
	Chose Not to Respond	%
Sexual Orientation	Gay, Lesbian, Bisexual, Pansexual, or Queer	%
	Heterosexual	%
	No	%
	Chose Not to Respond	%

The Yes/No response for the Sexual Orientation category is data from a previous demographic question 'Do you openly identify as a sexual minority to include the following: gay, lesbian, bisexual, transgender?' This question was on the volunteer application when some of the current members submitted their application and therefore, is still included.

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¹ 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.

2023-2024 WSBA BOARD OF GOVERNORS MEETING SCHEDULE

MEETING DATE	LOCATION	DESCRIPTION
October 20-21, 2023	WSBA Conference Center Seattle, WA	Team Building Retreat
November 2-3, 2023	University of Washington School of Law Seattle, WA	BOG Meeting
January 12-13, 2024	WSBA Conference Center Seattle, WA	BOG Meeting MLK Luncheon Jan. 12
March 7-8, 2024	Gonzaga University School of Law Spokane, WA	BOG Meeting
May 2-3, 2024	Lodge at Columbia Point Richland, WA	BOG Meeting
July 18-19, 2024	Lucy F. Covington Government Center Nespelem, WA	BOG Meeting
September 6-7, 2024	Olympia Hotel at Capitol Lake Olympia, WA	BOG Meeting

FY24 WYLC Proposed Meeting Dates

- November 18, 2023 – In Person/Hybrid – King County – WSBA Offices in Downtown Seattle.
- January 20, 2024 – Remote
- March 16, 2024 – In Person/Hybrid – Clark County – Vancouver (Exact Location TBD).
- April 20, 2024 – In Person/Hybrid – WSBA Office - Seattle.
- July 13, 2024 – In Person/Hybrid – Whatcom County – Bellingham, CSD Attorney's at Law, 1500 Railroad Ave, Bellingham, WA 98225.
- September 14, 2024 – In Person/Hybrid – King County – WSBA Office in Downtown Seattle.

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

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 (ABA) Young Lawyer Division (YLD) meetings and/or conferences. This scholarship is designed to:

1. encourage attendance and participation at the ABA YLD meetings.
2. ensure that Washington is represented by Delegates to YLD Assembly at ABA Annual and Midyear; and
3. 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 ABA. The ABA YLD also holds two conferences a year, one in the spring and another in the fall.

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 and attending ABA YLD conferences. Attending YLD meetings 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 at the Midyear and Annual Meetings and at least one block of programming each day. If you are unsure of what to attend, please reach out to your 2022-2024 ABA YLD District Representative (Aaron Haynes: ahaynes@chmelik.com) or FY23 WYLC Chair (Zachary Davison: ZDavison@perkinscoie.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 Fall: There will be four \$250 scholarships awarded to new and young lawyers to attend the ABA YLD Fall Conference in Portland, OR from September 29 to October 1, 2022. The scholarship will come in the form of a reimbursement.

Scholarship for Midyear: There will be three \$250 scholarships awarded to new and young lawyers to the ABA YLD Midyear Meeting in New Orleans, LA from February 1 to February 6, 2023. The scholarship will come in the form of a reimbursement.

Scholarship for ABA YLD Annual: There will be three \$250 scholarships awarded to new and young lawyers to attend the ABA YLD Annual Meeting in Denver, CO from August 2 to August 8, 2023. The scholarship will come in the form of a reimbursement.

Responsibilities

Each scholarship recipient is **required** to serve as a Washington Delegate to the YLD Assembly if the scholarship recipient attends either the Annual or Midyear meetings. All scholarship recipients must attend the following 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 has authority over who will be awarded the scholarships. For more information, contact newmembers@wsba.org.

WASHINGTON STATE BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meeting

Name: _____

Email: _____

Bar No. _____

Employer: _____

Address: _____

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

<u>Meeting</u>	<u>Dates</u>	<u>Location</u>	<u>Application Deadline</u>
___ Fall Conference	Sep 29 – Oct 1, 2022	Portland, OR	September 3, 2022
___ Midyear	Feb 1 – Feb 6, 2023	New Orleans, LA	December 16, 2022
___ Annual	Aug 2 to Aug 8, 2023	Denver, CO	June 9, 2023

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: 206.733.5921; Email: NewMembers@wsba.org

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2022 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to attend one free (or no-cost) WSBA-CLE program of up to six credits total. The award recipient's name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the "young lawyer" definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials, e.g., nominee's resume, articles, etc., that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 23, 2022, WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date:		
Nominee Name:		
Firm/Employer:		
Mailing Address:		
City:	State:	Zip Code:
Phone:	Fax:	E-Mail:
WSBA No.		Year Admitted to Practice In Washington:
Nominator's Name:		Relationship to Nominee:

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

Describe the nominee’s leadership in his or her local community:

How has the nominee promoted and/or contributed to the legal profession and community?

Describe a situation in which the nominee has “gone above and beyond”?

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org

TO: WSBA Board of Governors
FROM: Washington Young Lawyers Committee
Julianne Unite, Member Services and Engagement Manager
Curtiss Melvin, Member Engagement Specialist and Staff Liaison to the WYLC
RE: WSBA Bylaws Amendments—Proposed Changes Young Lawyer Title and Definition
DATE: May 13, 2023

FIRST READ: Proposed WSBA Bylaws Amendments to Sections VI., XI., and XII. re. Young Lawyers

1. Summary & Background

Over the past few years, the Washington Young Lawyers Committee (WYLC) has discussed the benefits of and drawbacks to amending Section XII of the Bylaws (the “Bylaws”) of the Washington State Bar Association (WSBA). This discussion was, in part, a response to initiatives from other jurisdictions around the country to expand the notion of what it means to be a “new” or “young” lawyer. As a result of this discussion, the WYLC has determined that an amendment to Section XII (and other related sections of the WSBA Bylaws referring to “young lawyer”, e.g., Sections VI. and XI.), will serve its constituents and further the WSBA’s Guiding Principles; the WSBA’s mission to serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice; and Washington GR 12.2. Specifically, the purpose of this proposed amendment is to (1) promote diversity and inclusion within the bar and facilitate access to justice; (2) enhance member engagement; and (3) extend reach of the WYLC’s programming and services to members wishing to benefit from those programming and services.

Section XII, currently titled “Young Lawyers,” includes two subsections, one that lists the “Purpose” of Section XII and another that lists the “Definition” of who is considered “Young Lawyers” for purposes of qualifying for WYLC membership and participating in certain activities.¹ The current version of Section XII is as follows:

XII. YOUNG LAWYERS

A. PURPOSE

There will be a member segment within the Bar identified as “Young Lawyers” for the purposes of encouraging the interest and participation of (i) new and young lawyers and law students in the activities of the Bar; and (ii) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to

¹ For some WSBA programming, e.g., New Member Education (NME), the WSBA uses a separate new member definition that will be unaffected by this proposed Bylaws amendment.



practice, and member outreach and leadership; and (iii) upholding and supporting the Guiding Principles of the Bar.

B. DEFINITION

Active lawyer members of the Bar will be considered Young Lawyers until the last day of December of the year in which the member attains the age of 36 years or until the last day of December of the fifth year after the year in which such member first was admitted to practice as a lawyer in any state, whichever is later.

As written, Section XII excludes categories of constituents who would benefit from the WYLC’s programming and services but, due to immutable circumstances not currently accounted for under the rule, would not qualify as a “Young Lawyer”. Examples of situations where constituents might be excluded include, but are not limited to, WYLC membership, WYLC awards and scholarships, Young Lawyer Liaison to Sections program, and eligibility for the At large Young Lawyer Governor seat. In support of a potential amendment, the WYLC surveyed its constituents to obtain additional feedback and assess support for a broader, more inclusive version of Section XII that promotes diversity and inclusion within our legal community. In response to the results of the survey, as well as its ongoing discussion, the WYLC concluded that Section XII should be amended to provide broader coverage to new and young attorneys within Washington state. Specifically, the WYLC proposes an amendment to Section XII that: (1) changes the term “Young Lawyers” to “New and Young Lawyers”; (2) removes the currently imposed age restriction of 36 years old; and (3) extends the years of practice requirement to 10 years. With these changes, other sections of the Bylaws referring to “Young Lawyers” would need to be revised to reflect the updated term “New and Young Lawyers”. These sections include Section VI.A.2.b., Section VI.C., Section VI.F.2., and Section XI.F.4. The WYLC further recommends that use of the acronym “WYLC” be replaced with “WNYLC.”

2. History and Purpose

The genesis for this proposal arose pre-pandemic. During its September 14, 2019, a WYLC member reported that the American Bar Association had recently voted on changing the definition of a “young lawyer” and notified the WYLC that other jurisdictions were assessing similar changes throughout the country. The WYLC began discussing whether the WSBA’s of “Young Lawyers” should be modified in response to a broader initiative across all jurisdictions. In doing so, the WYLC looked at narrower examples, such as the definition of “young lawyers” the [American Bar Association](#) imposes, as well as broader examples, such as the definition used in [New York](#) (no age restriction; open to “attorneys admitted 10 years or less”). Other jurisdictions, including the neighboring [State of Oregon](#) (“[e]very lawyer who has practiced six years or less, or is 36 years old or younger (whichever is later) is automatically a member of the ONLD”), take an intermediate approach. The WYLC noted that the current version of Section XII tracks the narrowest definition of “young lawyers” that the WYLC could find.

The WYLC also considered other initiatives to promote the inclusion of “new” and “young” lawyers in other organizations, including the King County Bar Association’s recent initiative to change the name of its “Young Lawyers Division” to “New Lawyers Division”—with a stated mission of “further[ing] the objectives of new and aspiring

lawyers by representing the diverse interests of the Division’s members to the Association and the legal community, creating opportunities for continuing legal education, mentoring, and networking, as well as addressing the needs of the community through pro bono and volunteer service.”

Through this process, the WYLC identified an opportunity to revise WSBA’s definition of “young lawyers”, garnered preliminary support for the project, and began charting a course to determine what, if any, amendments to Section XII the WYLC should propose.

3. Community Input

As an initial step, the WYLC resolved to determine whether its constituents felt that an amendment was needed. On June 1, 2020, the WSBA surveyed its new members about a potential revision to the WSBA’s definition of “Young Lawyer.” The pertinent survey questions, and the corresponding responses, were as follows:

Question	Response (%)		
	Yes	No	No Opinion
Q30. Should the WSBA consider amending the WSBA definition of a young lawyer to remove the age restriction and extend the years of practice to 10 years?	<u>49.55%</u>	20.47%	29.97%
Q31. Does the current WSBA's young lawyer definition accurately reflect your understanding of a "young lawyer"? ²	<u>41.84%</u>	32.64%	22.55%
Q32. Should the age restriction (36 years or younger) remain in the definition of WSBA young lawyer?	18.34%	<u>55.92%</u>	25.74%
Q34. Should the WSBA young lawyer name and definition align with the definition of a WSBA member, which includes lawyers, limited license legal technicians (LLTs), and limited practice officers (LPOs)?	28.57%	<u>36.31%</u>	35.12%

In addition to these questions, the survey asked whether “the years of practice (5 years or less) be extended in WSBA’s definition of a young lawyer and, if so, to how many?” (**Q33**) 25.82% of respondents said no. 3.26% of respondents said yes, to six (6) years. 8.61% of respondents said yes, to seven (7) years. 6.53% of respondents said yes, to eight (8) years. 0.30% of respondents said yes, to nine (9) years. 27.89% of the respondents said yes, to ten (10) years. 24.93% of respondents had no opinion.

The WYLC also received unsolicited feedback from other members of the WSBA in support of a proposed amendment. For example, we received notification that international attorneys who recently moved to Washington state are interested in participating in the WYLC’s networking programs, such as the MentorLink Mixer, as part of their job hunt. Yet, many of these members do not qualify under the existing definition, since they are over age 36 or have been licensed to practice law in another jurisdiction for greater than five years. Through its outreach and

² 2.97% of respondents stated that they do not understand the definition of “young lawyer.”

discussion with other WSBA members, the WYLC broadly observed that, although there may only be a handful of constituents who fall at the margins of the existing version of Section XII (and who would thus benefit from a more inclusive definition), those individuals feel strongly about their need to be included within the purview of Section XII.

4. Equity Analysis

The survey results, as well as the WYLC's outreach efforts and informal discussions with constituents, reflected popular support for an amendment to Section XII. The WYLC conferred on a series of tentative changes designed to implement the feedback it received. Specifically, the WYLC solicited discussion and debate on the following proposals:

1. Current definition should be amended to reflect constituent responses to Q30 and Q31. Amendments should remove age restriction and extend years of practice to 10 years pursuant to responses to Q30.
2. Remove “until the last day of December of the year in which the member attains the age of 36 years or” and “, whichever is later” to reflect constituent responses to Q30 and Q32.
3. Replace “fifth” with “tenth” to reflect constituent responses to Q30 and Q33.
4. Change “[a]ctive lawyer members of the Bar” to “[a]ctive members of the Bar” pursuant to constituent responses to Q34 and overarching purpose of proposed amendment to be more inclusive.

The WYLC also discussed whether (1) the phrase “first admitted to practice as a lawyer in **any state**” (emphasis added) should be changed to “first was admitted to practice as a lawyer in Washington state” and (2) whether the term “Young Lawyer” should be revised to be more inclusive and less age-focused.

WYLC members largely favored extending the “years of practice” requirement to ten years and removing the age restriction altogether. A concern was raised that, by removing the age restriction and extending the “years of practice” requirement, we would defeat the purpose of what it means to be a young lawyer. WYLC members noted that other services and programming, such as discounts on CLEs for new members, are available to constituents who do not fit within Section XII's current restrictions. Other members noted that, if someone within this category wished to participate in a WYLC program, or utilize a new member benefit, there was no significant reason to deny them that opportunity—particularly since the WYLC rarely meets its capacity at outreach events under the existing version of Section XII. The consensus was that, in practice, there appears to be little downside to offering these opportunities to a larger segment of the WSBA and offering “new” and “young” lawyer services and benefits to a broader group of attorneys.

The WYLC raised the practical implications (and shortcomings) of maintaining an age restriction and shorter “years of practice” requirement. For example, a new attorney admitted to the bar at the age of 37 would automatically be precluded from relying on the age-component of the existing Section XII.B. for purposes of leveraging the benefits of the WYLC and WSBA, such as WYLC membership, WYLC awards and scholarships, Young Lawyer Liaison to Sections program, and eligibility for the At large Young Lawyer Governor seat. Although the WYLC noted that the “years of experience” component was designed to protect against this scenario, the WYLC discussed additional circumstances

in which the existing language might be unfairly restrictive. For example, a person admitted to the WSBA at 37, has a child at age 38, and chooses to withdraw from practice for the next five years, would be precluded from receiving new lawyer privileges of the WYLC upon returning to practice—even though this person could still benefit from those privileges and new member services.

Through these discussions, the WYLC observed that the current restrictions might therefore impose restrictions on less advantaged segments of the WSBA, such as attorneys providing for single-parent households, attorneys tending to an elderly or sick family member, attorneys experiencing chronic illnesses or other medical conditions, and other attorneys whose life circumstances might require them to step away from their practice during the period in which they would qualify under the existing version of Section XII. In these scenarios, a person returning to practice after the age of 36 and after five years of admittance would unfairly be precluded from enjoying certain new member benefits and services.

The WYLC also considered situations in which the “[a]ctive lawyer members of the Bar” component of Section XII.B. might be unduly restrictive. For example, a person over the age of 36 might relocate to Washington after being barred in another state for over five years. Although that person might benefit from WYLC services, including for example networking events and opportunities to meet local attorneys who are also new to the legal community, they would be excluded from receiving information and updates and these events and opportunities under the existing definition. The WYLC agreed that, for this reason, the triggering event should be when a lawyer is first admitted to Washington state, rather than a different state.

The WYLC unanimously agreed that the term “Young Lawyers” should be modified to more accurately reflect the other proposed changes to Section XII and to be less age-focused. WYLC members agreed that, even under the existing version of Section XII, an attorney who is not necessarily young (because they did not enter the legal profession until later in life), but who qualifies under the “years of experience” prong, might either feel excluded under the existing terminology or not be aware that they qualify for the corresponding benefits and programming. Comparatively, the WYLC could not identify any legitimate reason to maintain the existing terminology, so long as the amended terminology accurately reflects the intended membership.

Finally, the WYLC believes that the pros and cons of the proposed amendment should be weighed in the context of the COVID-19 pandemic. New and young lawyers entering the legal market are faced with unique challenges that attorneys did not experience in the pre-pandemic world. The WYLC observed that, in the “remote” and “virtual” world we currently live in, a larger segment of the bar is likely looking for more opportunities to network with peers, develop mentorship relationships, and provide volunteer services. By providing services to a larger segment of the bar, the WYLC can fill this projected need.

5. Fiscal Analysis & Implementation Implications

The WYLC discussed whether an amendment to cover a broader segment of the WSBA might overextend the WYLC’s resources and require budget changes. As of December 31, 2022, 6,037 lawyers qualified under the existing definition of “Young Lawyer.” Had the proposed amendment been in place at that time, 12,208 lawyers would qualify

as a “New and Young Lawyer”. The WYLC does not currently foresee the need for additional outreach events, increased scholarships, or changes to meeting costs as a result of the proposed amendment—particularly given the level of interest, participation, and attendance from existing constituents over the past few years. For these reasons, the WYLC does not currently anticipate any increase in any of the three expense line items associated with the WYLC (55266 WYLC Outreach Events; 58525 WYLC ABA Scholarship; 55270 WYL Committee). Although new WSBA members receive a discount on licensing within their first few years of practice, the WYLC is not proposing any change to that policy at this time. Should the proposed Bylaws amendment be implemented, the WYLC will endeavor to fill one of its seats with a member who qualifies within the newly amended language (e.g., an attorney over 36 years and who has been practicing between five and ten years). The WYLC also anticipates revisiting the budgetary needs on an ongoing basis as it normally does in the course of its ongoing business. Any requests for additional budget in the WYLC-associated expense line items would be made in connection with the budget setting process for FY25. The WYLC anticipates questions from constituents concerning the amendment and will be prepared to address those questions.

6. Proposed Amendment & Rule Compliance

The proposed amendment agreed upon by the WYLC, reflected in redline, is enclosed as **Exhibit A**. The changes reflected in these enclosures are intended to address the considerations discussed above. If adopted, other references in the Bylaws to “Young Lawyer(s)” will need to be updated to “New and Young Lawyer(s),” as reflected in **Exhibit A**.

This Bylaw Amendment was approved by the WYLC on May 12, 2023 by a majority vote of 7 with 0 dissenting votes and 0 of abstaining votes. Section XVI. Amendments of the WSBA Bylaws governs the next steps of this proposed amendment. Under Subsection A., the Bylaws “may be amended by the BOG at any regular meeting of the BOG” “All proposed bylaw amendments must be posted on the Bar’s website and presented for “first reading” at least one BOG meeting prior to the meeting at which the BOG votes on the proposed amendment, and the BOG will not vote on any proposed bylaw amendment at the meeting at which the amendment is originally proposed” Section XVI.B.

The WYLC respectfully requests that, in compliance with the requirements of Section XVI, the BOG post the proposed amendment to the Bar’s website and present for “first reading” at least one BOG meeting prior to the meeting at which the BOG votes on the proposed amendment. Please let me know if you have any questions or concerns, or need anything else from the WYLC.

WSBA RISK ANALYSIS: This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.

- 1. Board cannot vote on this proposed change in June*

The WSBA Bylaws article XVI.B states that

“All proposed bylaw amendments must be posted on the Bar’s website and presented for “first reading” at least one BOG meeting prior to the meeting at which the BOG votes on the proposed amendment, **and the BOG will not vote on any proposed bylaw amendment at the meeting at which the amendment is originally proposed, except as may be allowed below.” The exception relates to exceptional circumstances and is not implicated here.**

2. Removing age as a factor lowers risk.

Using age as a factor to divide the membership into groups can be viewed as discrimination. The current bylaws use age and length of time in practice to limit any potential discrimination. Eliminating the age requirement lowers, or eliminates, this risk.

3. Exclusionary Application

Both the current Bylaws and the proposed changes limit membership in the New and Young Lawyer segment of the Bar to lawyer members, although LLLTs and LPOs are WSBA members. This memo states:

“As written, Section XII excludes categories of constituents who would benefit from the WYLC’s programming and services but, due to immutable circumstances not currently accounted for under the rule, would not qualify as a “Young Lawyer”. Examples of situations where constituents might be excluded include, but are not limited to, WYLC membership, WYLC awards and scholarships, Young Lawyer Liaison to Sections program, and eligibility for the At large Young Lawyer Governor seat. In support of a potential amendment, the WYLC surveyed its constituents to obtain additional feedback and assess support for a broader, more inclusive version of Section XII that promotes diversity and inclusion within our legal community.”

The proposed change continues to exclude categories of constituents who could benefit from the WYLC’s programming-LPOs and LLLTs licensed for ten years or less. The Board may wish to discuss whether the WSBA Bylaws should exclude some members from benefits based on license type.

WSBA FISCAL ANALYSIS: This section is to be completed by the Finance Department, with input from the proposing entity or individual.

The fiscal impact to WSBA resulting from the proposed changes to the bylaws includes a limited to the amount of staff time used to incorporate the changes to WSBA records and outreach to communicate the changes, and management of potential increased volume in applications in the election process for at-large board positions. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and would not require additional staff or allocation of resources from other internal sources.

Additionally, WSBA currently offers new member discounts on CLE seminars and products, however the discount applies to *all* members (lawyers, limited license legal technicians, and limited practice officers) who are within their first 5 years of admission to the WSBA and there is no age limit. The proposed changes to the bylaws only apply to lawyer members and do not impact the new member discount as it is set by internal policy. However, it is possible that if the proposal is approved, WSBA’s internal policy could be reviewed for alignment considerations.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.* The proposal to remove the age restriction and extend the number of years in practice will promote more equitable outcomes for members who have not previously had access to benefits. The WYLC’s efforts to consider the perspectives of impacted communities including new members and international attorneys helped inform how to make the membership more inclusive. To further inclusion, we suggest that the WYLC consider changing “L”/“lawyer” in the new name to “LP”/“legal professional” so that all new Bar members – including limited licensed legal technicians (LLLTs) and limited practice officers (LPOs) feel included in the newly named committee. The survey showed that the feedback on whether the new committee name should align with the definition of a WSBA member was nearly split with 28.5% in favor, 36.3% not in favor, and 35.12% without opinion. We encourage WYLC to consider that LLLTs and LPOs are a smaller percentage of the membership as it weighs the input and how changing the name to include all legal professionals will foster inclusion among all members. We also note that the with the proposed removal of the age requirement, the WYLC should consider removing “Y”/“young” to avoid confusion for future members.

Thank you,

A handwritten signature in blue ink, appearing to read 'Z. Davison', is enclosed in a thin black rectangular border.

Project Lead for WYLC Bylaws and Governance Project
(206) 359-6739
zdavison@perkinscoie.com

Attachments

- Exhibit A Redline version of WSBA Bylaws
- Exhibit B Clean version of WSBA Bylaws