

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:	<i>Labor and Employment Law Section</i>
Entity Size: <i>Total Number of Entity/Section Executive Committee Positions</i>	Approx. 980 section members; 14 Executive Committee positions
Chair or Co-Chairs:	Cassandra Lenning
Staff Liaison: <i>Include name, job title, and department if known</i>	Carolyn McGregor
Board of Governors Liaison(s):	Mary Rathbone, District 4 Alec Stephens, At Large
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 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 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 labor and employment law, which promotes competency and ethical practice in the Bar.

2022-2023 Entity Accomplishments:

We hosted our 22nd Annual Conference, a full day CLE event, in November 2022. As a benefit to our section members, we hosted a free in-person luncheon and mini-CLE at the Rainier Club in March 2023. Also in March, we hosted our first ever “Law School Connection” Mixer at Seattle University School of Law where we met with law students interested in labor and employment law. We hosted two mini-CLEs via webinar in April and August 2023. We also awarded \$7,500 summer grants to each of two students, from Seattle University and Gonzaga law schools respectively, who spent their summers working in labor and employment law.

Looking Ahead: 2023-2024 Top Goals & Priorities:

1	Host 3-4 mini-CLEs
2	Host an event for law students interested in labor & employment law
3	Get summer grantee students more involved in the Section.
4	Host informal “spotlight” lunches for section members
5	Click or tap here to enter text.

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?

One of the Section’s primary focuses, in all of our activities, is to increase diversity of 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.

For example:

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

Click or tap here to enter text.

<p>SECTIONS ONLY: Please quantify your section's 2022-2023 member benefits:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • \$3000 Scholarships, donations, grants awarded; • 4 mini-CLEs produced 	0	Newsletters/publications produced
	3	Mini-CLEs produced
	1	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with <i>non-WSBA</i> entity
	1	Receptions/forums hosted or co-hosted
	\$15,000	Scholarships, Donations, & Grants
	Law School Connection Mixer	New Lawyer Outreach events/benefits
	N/A	Other (please describe): Click or tap here to enter text.
<p>SECTIONS ONLY: Please quantify your section's 2022-2023 legislative activity.</p>	0	Bills Reviewed
	0	Bills tracked
	0	Comments proposed
	0	Bills proposed/drafted
<p>Entity Detail Report: <i>To Be Completed by WSBA Staff</i></p>		
<p>Number of Entity Members/Section Executive Committee Members:</p>		17
<p>Number of Section Members: <i>As of September 1, 2023. Note: The Section Membership year runs on the calendar year.</i></p>		981
<p>Number of Applicants for FY24 Positions: <i>October 1, 2023 – September 30, 2024</i></p>		2
<p>Do you have vacant positions for the coming year, FY24?</p>		No
<p>FY23 Budgeted Direct Expenses:</p>		\$74,869

<i>As of September 30, 2023. For Sections, this does not include the Per-Member-Charge.</i>	
FY23 Total Direct Expenses: <i>Draft estimate as of Dec. 1, 2023 For Sections, this does not include the Per-Member-Charge.</i>	\$45,697

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.