

WASHINGTON STATE BAR ASSOCIATION

Governance Committee

Meeting Minutes

December 3, 2025

Present: Governors Kevin Fay (chair), Parvin Price, Francis Adewale, Kari Petrasek, staff liaisons Cate Schur, Darlene Neumann. **Excused:** Sunitha Anjilvel, Nam Nguyen, **Absent:** Todd Bloom. **Interested parties:** General Counsel Laurie Powers, HR Director Glynnis Klinefelter-Sio

The Zoom meeting was called to order at 2:08 p.m. by the chair.

Minutes

The minutes of November 12, 2025, were approved.

Political Activity and Conflict of Interest Policies Feedback

The committee discussed feedback from the first read on the political activity bylaw, including requests for clearer guidance on disclaimers and Bar intellectual property, with some suggestions for language changes and examples. The staff liaison suggested revised language drafted during discussion. Kevin Fay moved, seconded by Parvin Price, to approve the revised language. The motion passed 4-0.

The committee agreed the political activity bylaw is ready for a second read, but will continue discussion of feedback on the conflict of interest policy at the next meeting. The committee will invite Governor Arneson to the next governance committee meeting on January 14, 2026, to discuss her input on the policy. The committee turned to discussion regarding clarification of a decision-making process when a question arises whether a covered person has a conflict or a conflict of interest exists. The committee agreed more work was needed and the chair tabled the item to the next meeting. The staff liaison noted the Board meets January 16-17 and policies will need to be included as late materials.

BOG Anti-Harassment Policy

Human Resources Director Glynnis Kleinfelter-Sio discussed updates to the WSBA anti-harassment policy, including aligning board policy language with the employee handbook and establishing a notification process for future changes. HR will make changes to the employee handbook and forward the draft to the chair for the committee's review. No specific deadline was requested but HR is aiming for end of January.

Next Steps:

- Staff will circulate the revised political activity bylaw and a revised conflict of interest policy to the committee following the meeting.
- The chair will circulate draft bylaws for the next meeting.

Adjournment:

The meeting adjourned at 3:07 p.m. The next meeting will be held on January 14, 2026.