

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Virtual and Conference Call

Saturday, May 9, 2020 | 10:00 a.m.

Video conference: <https://palacelaw.zoom.us/j/957926732>

Conference call option: 1-877-853-5257 Passcode: 957 926 732

Pursuant to the Governor's [Proclamation 20-28](#), [20-28.1](#) and [20-28.2](#), agenda items, actions, and discussion must be "necessary and routine" or "matters necessary to respond to the COVID-19 outbreak."

AGENDA

1. Welcome/Introductions/Minutes/Plan for the Day Jordan Couch (and all)
2. BOG Update & Discussions Russell Knight At-Large Young Lawyer Governor
3. COVID-19 & WSBA Updates Julianne Unite, Emily Ann Albrecht, Jordan Couch
4. Representative Reports Jordan Couch (and all)
5. Project Updates/Work Project Leads
6. Break for lunch
7. Project Updates/Work Cont. Project Leads
8. Trello set up and use for project teams Jordan Couch
9. Recruitment & Engagement update Jordan Couch
10. Rapid Eval: New Projects Jordan Couch et al.
11. Adjournment Jordan Couch

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.

2019 - 2020 WYLC Meeting Schedule

November 9, 2019	Meeting: 10:00 am	WSBA Offices, Seattle
January 11, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
March 14, 2020	Meeting: 10:00 am	Tacoma Pro Bono, Tacoma
May 9, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
July 25, 2020	Meeting: 10:00 am	Skamania Lodge, Stevenson
September 12, 2020	Meeting: 10:00 am	WSBA Offices, Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

OCTOBER 2019			
	Celebrate Pro Bono Week (Oct. 20 – 26)		
	ABA Midyear Meeting Delegate and Scholarship Applications Open		
1	FY2020 Begins		
NOVEMBER 2019			
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
22 - 23	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2019			
	ABA Affiliate Quarterly Reports due		
31	ABA Midyear Delegate and Scholarship Award Application deadline		
JANUARY 2020			
	Celebrate mentorship month		
	Committee application cycle opens		
	ABA Annual Meeting Delegate and Scholarship Applications Open		
	Public Service and Leadership Award Applications Open		
11	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
11	Select ABA Midyear delegate/scholarship recipients		
16-17	BOG Meeting		WSBA Conference Center – Seattle
22	MentorLink Mixer	12:00 – 1:30 pm	WSBA Conference Center – Seattle
31	Identify and select chair-elect for FY20		
FEBRUARY 2020			
	2020 committee application cycle closes		
	Identify FY2021 goals and projects for WYLC		
6	Open Sections Night - CANCELLED	5:00 – 7:00 pm	WSBA Conference Center – Seattle
12-17	ABA Midyear Meeting		Austin, Texas
MARCH 2020			
	Select new WYLC members		
	ABA Affiliate Quarterly Reports Due		
14	WYLC Meeting	10:00 am – 2:30 pm	Tacoma Pro Bono - Tacoma and Zoom
14	WYLC Social - CANCELLED	3:00 – 5:00 p.m.	7Seas Taproom & Brewery - Tacoma
14	Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff		
19-20	BOG Meeting		Hotel RL, Olympia
APRIL 2020			
6	WYLC Status Report Due to BOG		
17-18	BOG Meeting		WSBA Conference Center – Seattle
MAY 2020			
20	WYLC Chair Meeting with BOG Exec. Cmte.	9:00 – 10:00 a.m.	WSBA - Seattle
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle and Zoom
9	Select Public Service Leadership Award Recipients		
9	Select ABA Annual Meeting Delegate and Scholarship Award Recipients		
14-15	BOG Meeting		Bellwether Hotel, Bellingham
JUNE 2020			
	New Committee appointments are made.		
24	Skamania Lodge booking due date		
JULY 2020			
23	BOG Retreat		Skamania Lodge, Stevenson
24-25	BOG Meeting		Skamania Lodge, Stevenson
24	WYLC dinner with the BOG	TBD	TBD
25	WYLC Meeting	10:00 am – 2:30 pm	Skamania Lodge, Stevenson
29 – Aug. 4	ABA Annual Meeting		Virtual meeting

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Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

AUGUST 2020			
1-4	ABA Annual Meeting		Virtual meeting
5	Financial Focus CLE - CANCELLED	12:30 – 3:00 pm	WSBA Conference Rooms – Seattle
25	MentorLink Mixer	5:00 – 6:30 pm	WSBA Conference Center – Seattle
28-29	BOG Meeting		Davenport, Spokane
SEPTEMBER 2020			
	Annual Report Due		
	Identify FY21 project leads		
12	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle
12	WYLC Social	TBD	TBD, Seattle
17-18	BOG Meeting		WSBA Conference Center – Seattle
30	FY20 Ends/Expense Reports Due		

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WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | Virtual Meeting, Tacoma, WA
Saturday, March 14, 2020 | 10:07 a.m. – 1:57 p.m.
Meeting Minutes

Present In-Person or Phone: Alixanne Pinkerton, Brian Holden, Brian Neuharth, Catherine Holm (joined at 10:08 a.m., left at 12:01 p.m.), Chelsie Elliot, Emily Ann Albrecht, Esther Hyun, Ian McCurdy, Jordan Couch, Kim Sandher, Maha Jafarey (left at 12:01 p.m.), Paula Kurtz-Kreshel, Zachary Davison (left at 12:01 p.m.)

Absent: Benjamin Hodges, Brandon Holt, Laura King (excused), Molly Winston

WSBA Staff: Chelle Gegax – Member Services and Engagement Administrative Assistant, Julianne Unite – Member Services and Engagement Specialist/Staff liaison

Board of Governors (BOG): Russell Knight (absent)

Public: None present

Welcome & Introductions/ Approval of March Minutes

Jordan Couch, Washington Young Lawyers Committee (WYLC) Chair, called the meeting to order at 10:07 am.

On motion by Esther Hyun and seconded by Brian Neuharth (Brian N.), the WYLC by unanimous vote (13-0-0) approved the January 2020 meeting minutes.

BOG Update & Discussions

Julianne Unite reported that the next BOG meeting is scheduled for March 19-20 in Olympia, but there are discussions regarding Open Public Meetings Act (OPMA) concerns and in person meeting attendance. Julianne also reported the BOG meeting agenda is posted on the WSBA website.

WSBA Updates (FY21 Budget, New Member Survey, Rural Outreach, Nominations)

- **BOG Executive Committee Meetings:** Julianne reported that the BOG wants to regularly connect with each WSBA entity (e.g., committees, boards, task forces, etc.), and will be inviting WSBA entity chairs, staff liaisons, and BOG liaisons to a meet once per year. The WYLC Chair, BOG Liaison, and Staff Liaison is scheduled to meet with the BOG Executive Committee on April 20.
- **FY21 Budget:** Julianne thanked Jordan and Brian N. for helping to draft the FY21 budget. Julianne reported that the only change increased the ABA scholarship line by \$2,500 and decreased the WYLC line by \$2,500. Brian N. reported that in his experience, increasing the scholarship amounts would help. Jordan added that he hopes the WYLC could involve/inform the ABA in WYLC projects. On motion by Jordan and seconded by Esther, the WYLC by unanimous vote (13-0-0) approved the proposed budget for FY21.

- **Rural Outreach:** Julianne reported on the WSBA's rural outreach project, addressing legal desert and access to justice in rural communities. Julianne further explained that the WSBA sent letters to 177 practitioners and eight letters to local bar associations. Julianne also reported that the WSBA has received email feedback from several practitioner, who provided potential solutions to address the challenges in those areas. Alixanne Pinkerton asked what kind of questions were on the survey. Julianne explained that the questions probed topics such as area of practice, location, and reasons for being in the area they choose. Esther commented that the legal profession is not the only profession experiencing these issues and asked if the WSBA has looked to the medical profession for information. Julianne replied that we are looking at other sources for data. Brian N. has plans to be in South Dakota this summer and offered to network.
- **MentorLink Mixer:** Julianne discussed scheduling the next MentorLink Mixer in early June, possibly geared toward new admittees. Julianne further explained that WSBA would like to collaborate with WYLC again to help market and provide table coaches. Julianne then asked for feedback regarding the timeframe for the mixer. WYLC members agreed that after work hours on a weekday would be best suited. Julianne will work with WYLC in late April to early May to organize.
- **Committee Recommendations/Nominations:** Julianne reported that currently, the WYLC needs to fill the positions of Chair-elect, Northwest region, North Central region, Greater Spokane region, Pierce County region, and one At-Large ABA position. Julianne further reported that thus far, the WYLC has received applications that qualify for the Chair-elect, Northwest, Greater Spokane, Pierce (2), King, and South Central regions. Julianne requested WYLC members to continue to aid in recruitment.

Recruitment & Engagement

Jordan reported that the WYLC position for the North Central region has been an ongoing issue to fill and it has been a struggle to engage with members in the area. Jordan also reported that he reached out to BOG members in those areas to help recruit in their districts. Jordan then asked whether they should change their bylaws/appointment process to allow for someone outside a region to fill a vacant regional seat. Brian N. likes the idea to change a vacant regional position into an At-large position. Paula Kurtz-Kreshel asked for clarification regarding the appointment process. Jordan clarified that if the WYLC has excess applications, the WYLC could recommend appointing one of the applicants that were not initially recommended to fill a vacant position. Jordan further explained he doesn't want to get rid of geographic positions, but if the WYLC has an applicant that does not qualify for a regional position, that applicant could be appointed for a one-year interim term to fill a vacant regional position and the WYLC can continue recruitment for that position the following year. Paula replied that it is an interesting concept. Jordan thinks converting a regional position into an At-large position would be a good idea. Brian N. suggested that the WYLC could have a motion on this topic at the next WYLC meeting. Jordan asked for thoughts from WYLC members that have challenges recruiting in their areas. Emily Ann Albrecht agreed with Brian N.'s suggestion, with preference given to those in geographic areas, but, if no one applies, then they may appoint an At-large member. Chelsie Elliott agreed that is a good idea. One concern with changing the appointment type is that WSBA already appears King County centric and filling WYLC positions with more King County folks may not help mitigate that appearance. Julianne reported that she thinks the WYLC should leave unfilled regional positions vacant, but understands

the struggle when the WYLC receives many qualified candidates, but there are not enough open seats. Jordan suggested reaching out to the BOG directly and ask them to help; and if no one is able to recruit, then the WYLC can make the argument for changing the appointment process. Julianne will send Jordan the contact information for the BOG members in the North Central region.

Representative Reports

Maha Jafarey reported that the legal community is trying to figure out what would work and how to serve clients impacted by COVID-19. Maha further reported that she was on a call last week with the Access to Justice (ATJ) Board, where it was suggested that they create resources for clients and law firms to navigate through COVID-19 and remote work. Maha added that there will be a Seattle Pro Bono Coordinators committee meeting next week and wondered if the WYLC's would be interested in putting together a CLE geared toward helping clients and working remotely during the COVID-19. Jordan supported putting on a CLE, but also raised the concern that the WYLC may move too slowly to consider this CLE as an official project, given current timeline. Alixanne asked if the WYLC organized a CLE, is there a specific timeline/deadline. Maha replied based on current situation, sooner rather than later. Julianne asked if other groups are being reached out to like the WSBA Solo and Small Practice Section (SSPS). Maha replied not yet, but will bring that up. Jordan said in an individual capacity, WYLC members could support. Jordan said if this is a WYLC CLE, the WYLC would probably move slower than what may be needed. Jordan further commented that that question is should the WYLC do it or support other groups doing it. Brian N. reported the WYLC decided to not do Financial Focus CLE this year and this could replace that. Alixanne thinks it is a good idea to work with SSPS, do something more long term, and this could lay groundwork for rural outreach project. On motion by Jordan and seconded by Paula, the WYLC by unanimous vote (13-0-0) supported developing a CLE to help the ATJ Board and work with the WSBA Solo and Small Practice Section to deliver the CLE. On motion by Jordan, seconded by Kim Sandher, and abstention by Emily Ann Albrecht, the WYLC by majority vote (12-0-1) approved the WYLC to take the lead on the CLE. Maha will be the project lead.

Emily reported that the American Bar Association (ABA) Young Lawyers Division (YLD) spring conference is coming up at the end of April in Nashville. If the conference is not cancelled due to current pandemic concerns, she encouraged people to attend.

Jordan asked Brian Holden (Brian H.) about rescheduling today's cancelled joint social with Tacoma Pierce County Bar Association (TPCBA) YLD. Brian H. replied that was a great idea to team up with TPCBA and that they could still do a social in the future. Jordan asked about budget and when they need to spend it. Julianne replied that expenses for this fiscal year (FY20) need to be incurred by September 30. Brian H. said he might have proposed social dates at the next WYLC meeting.

Ian McCurdy reported that he is working with Esther and they cancelled a social for next week. Ian also reported that they have swearing in ceremony and social scheduled for April 24. Ian further anticipated that it might change depending on job, courts, and WSBA. Ian also reported he is planning for the May meeting in Bellingham and figuring out where to do host the meeting and social.

Jordan commented that Alixanne's report mentioned job openings in the Yakima area and wondered if it is good to put those openings in the quarterly reports. Alixanne agreed with the recommendation.

Kim reported that she received feedback from WSBA regarding the WYLC's request for expansion of social media tools. Kim further explained that WSBA's response was that the WYLC had infrequent social media posts, and WSBA suggested updating photos and logo. Kim also reported that WSBA asked what are the WYLC's goals for expanding, who is the WYLC trying to reach, how often, what content to post on each platform, what would be helpful, and what the WYLC hopes to gain. Jordan trusts Kim to answer those questions. Kim asked about photos and logos. Jordan suggested waiting to update the logo in case of name change for WYLC. Julianne replied working with Connor to make updates. Kim is currently sharing Whatcom County events and asked that other WYLC members send events from other counties so that they can be shared on Facebook. Jordan said Esther got a great photo at the ABA meeting and will send to Kim for posting.

Brian N. reported that this was his first year attending the ABA Midyear conference in Austin, TX. Brian N. also reported that he went to at least two meetings and a couple of social events. One of first people Brian N. met was from New Mexico and who advocated strongly about being more inclusive in branding to include both new and young lawyers. Brian further explained that there was a big push for addressing student debt, with the New York State Bar Association having some very innovative programs. Brian N. reported that other resolutions include using gender-neutral pronouns, parental leave in law firms, preferential setting for young lawyers on a judge's docket (did not pass), and discouraging mandatory arbitration clauses. Brian N. also observed that almost every vote was done by hand count, and not unanimous. Brian N. also commented that there was a lot of overlap in what the WYLC does in national arena and encouraged other WYLC members to attend ABA meetings.

Project Updates/Work

- **Budget:** Jordan reported that Julianne already reported on the FY21 budget proposal earlier in the meeting. Jordan asked when the budget would be approved. Julianne replied that it would likely go to Budget and Audit in June and then to the full BOG in July, with final approval in September.
- **Dress Code Rules:** Jordan reported that he has been working with Mike Mocerri on a proposed dress code rule. Jordan also reported that he and Mike with the WSBA Diversity Committee (DC) to discuss. The DC did not want to lead on this project, but will support. Jordan will circulate a draft for the WYLC to review, and hopes to finalize a proposal by the May meeting to present to the BOG.
- **ATJ/Rural Recruitment and Retention (RRR):** Alixanne reported on rural retention and recruitment. Alixanne stated that last year, a lot of time was spent on trying to build up data, but now that WSBA has taken on the project, it is difficult to find out what to focus on now. Jordan asked Julianne how the WYLC would be further involved in this project. Julianne responded that we are in the data gathering stages right now, but there will be outreach to stakeholder groups, which includes the WYLC, for continued participation. Julianne will reach out to Paris to discuss how the WYLC can participate, and will respond to Alixanne and Jordan.

Break for Lunch at 12:01 p.m.

Jordan called the meeting back to order at 12:40 p.m.

Project Updates/ Work Cont.

- Awards:** Emily reported that the application forms for Public Service Leadership Award (PSLA) and ABA Scholarships have been updated. Julianne reported that the PLSA has been posted online, and that ABA application needs to be approved by the WYLC. Jordan reported that May WYLC meeting agenda would include selection of award recipients. On motion by Jordan and seconded by Emily, the WYLC by unanimous vote (10-0-0) approved the updated version of the ABA Scholarship form.
- Debt:** Brian N. reported that in past years, the WYLC has done Financial Focus CLEs and that there is an online library where you can find them. Brian N. further explained that there have not been many new ideas for topics, so it was decided to not do the Financial Focus CLE this coming August. Brian N. also provided a presentation on Loan Repayment Assistance Programs (LRAPs) and will be gearing the debt project team towards focusing on LRAPs. LRAPs are state run and supplemental programs to assist student loan borrowers in repayment/loan forgiveness. Various states have enacted these programs and what states do is pay back student loans for a certain period if the borrower works in a qualified position. Brian N. further explained that this is not something that Washington State currently offers. Brian suggested that Washington state have a LRAP and that the debt project team's intent is to revive a proposed 2004 bill with some changes and bring to the BOG to support. Brian N. further stated that at the next WYLC meeting, he wants to circulate a specific draft bill to present to the BOG for approval or presentation. Brian N. explained that student loan debt is getting worse on both national and state levels, and that student loan debt ties into ATJ issues. Esther had a question about those on income based repayment (IBR) plans that are not working in public service, but have taxes due when loans are forgiven, and whether the WYLC is going to do anything about that? Brian N. replied that Jordan might be working on something that addresses the issue regardless of public service. Jordan responded that the reality is that the student debt crises is huge and one idea may not solve all issues. Jordan further suggested it would be nice to present not just one proposal, but multiple. Jordan added that one proposal would be to extend 10-year public service loan forgiveness to everyone. Another idea could be to still pay based on income and then have the balance forgiven after 10 years. Brian N. also suggested that another proposal that can be done in the shorter term is to give law schools a stake in student's education and success in a different way. For example, Income Share Agreements (ISA) are used as alternatives to scholarship funds where the school waives tuition, but the student borrower would owe 10% of their income for next ten years after graduation. Brian N. explained that this drives schools to have a stake in a student's success. Brian N. added that no law schools are really looking into ISAs right now. Brian N. suggested that WSBA and other state bars could encourage law schools to create ISA options for students to finance their education. Brian asked if the WYLC should do one proposal at a time or all at once. Jordan suggested all at once. Paula agreed. Brian N. circled back to Esther's initial question for the tax issue and asked if she had thoughts on a proposal. Esther replied yes, proposing that the forgiven amount not be taxed.
- Bylaws and Governance:** Jordan asked Paula if there were any updates regarding changing the bylaws, drafting a charter, and/or WYLC name change. Paula responded that she would be working with Zachary Davison to present on this at the next meeting.

Trello Set Up and Use for Project Teams

Jordan will send a link and invite WYLC members to Trello so people can collaborate on projects. Jordan will go over more details in the next meeting.

Embracing Diversity (Project or Program Funding)

Esther reported that Embracing Diversity is an ABA grant for affiliates like the WYLC that produce programs and projects that promote diversity. Julianne asked how diversity is defined. Esther replied that it is broad, but that it does need to be a program that is complete, such as a CLE. Julianne and Esther will further discuss how to identify possible potential programs in the upcoming year and partner with entities on this project. Jordan asked when the application process opens. Esther replied that it usually opens in Fall/December. Esther further explained that applications are reviewed before the Spring ABA YLD meeting and funds are disbursed end of April/early May. Julianne asked if the WYLC needed to make changes to the FY21 budget to account for expenses for this project. Esther replied she does not think the WYLC needs a budget for this if the WYLC collaborates with an entity that already funds a program/project. Jordan agreed to having a project team and to draft a proposal with an end goal of picking something for next year. Esther agreed to lead this project team. Brian H. will also be on the team.

Rapid Eval: New Projects

Julianne asked for clarification regarding the At-large – Outreach position. Jordan will reach out to Maha to confirm if she will be able to fill that role.

Adjournment

Jordan thanked everyone for participating and attending. On motion by Emily and seconded by Brian N., the WYLC by unanimous vote (10-0-0) adjourned the meeting at 1:57 pm.

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WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee 2019-2020 Committee Roster

<p>Jordan Lee Couch, Chair jordan@palacelaw.com Bar # 49684 Palace Law Offices 4009 Bridgeport Way W, Ste. B University Place, WA 98466 253.267.8816 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2017 – 9/30/2021</p>	<p>Brian Neuharth, Chair-elect brian@tacomaprobono.org Bar # 50263 Tacoma Pro Bono 621 Tacoma Ave S, Ste. 303 Tacoma, WA 98402 253.572.5134 ext. 117 Current Term: 10/1/2019-9/30/2020 Term: 10/1/2018 – 9/30/2022</p>
<p>Kim Sandher, Immediate Past Chair ksandher@pivotalawgroup.com Bar # 42630 Pivotal Law Group 1200 5th Ave., Ste. 1217 Seattle, WA 98101 206.340.2008 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2015 – 9/30/2020</p>	<p>Laura King, At-large lauraeliseking@gmail.com Bar # 48165 1037 NE 6th St. Seattle, WA 98115 206.395.5182 Term: 10/1/2019 – 9/30/2022</p>
<p>Paula Kurtz-Kreshel, King County Region paula@felixadvocates.com Bar # 54158 1455 NW Leary Way Ste 400 Seattle, WA 98107-51389 206.429.5259 Term: 10/1/2019 – 9/30/2022</p>	<p>Esther Hyun, Snohomish County Region esther@carmichaelclark.com Bar # 55271 Carmichael Clark, P.S. 1700 D. St. Bellingham, WA 98225 360.647.1500 Term: 10/1/2019 – 9/30/2022</p>
<p>Brandon Holt, Southeast Region bh@purcellfamilylaw.com Bar # 53433 7301 W. Deschutes Ave. Ste. E Kennewick, WA 99336 Current Term: 10/1/2019 – 9/30/2022 Full term: 7/5/2019 – 9/30/2022</p>	<p>Chelsie Elliott, Southwest Region celliott@navigatelawgroup.com Bar # 49865 Navigate Law Group 1310 Main Street Vancouver, WA 98660 360.216.1098 ext. 1002 Current Term: 10/1/2019 – 9/30/2022 Full Term: 10/1/2016 – 9/30/2022</p>
<p>Emily Ann Albrecht, At-large emilyalbrechtattorney@gmail.com Bar # 47299 1411 E Alder St Unit B Seattle, WA 98122 206.617.7249 Term: 10/1/2017 – 9/30/2020</p>	<p>Molly M. Winston, Greater Spokane Region molly.m.winston@gmail.com molly_winston@fd.org Bar # 50416 Winston & Cashatt 601 W Riverside Ave, Ste. 1900 Spokane, WA 99201 509.838.6131 Term: 10/1/2017 – 9/30/2020</p>
<p>VACANT, North Central Region (formerly Andrew Van Winkle r. 2-7-19) Term: 10/1/2017 – 9/30/2020</p>	<p>Ian McCurdy, Northwest Region imccurdy@adelstein.com Bar # 45524 Adelstein, Sharpe & Serka LLP 400 N Commercial St Bellingham, WA 98225 360.671.6565 Term: 11/21/2017 – 9/30/2020</p>

Brian Holden, Pierce County Region brian@felixadvocates.com Bar # 52780 Felix Advocates PLLC 1435 W Valley Hwy N. Auburn, WA 98001 206.429.5259 Term: 10/1/2019 – 9/30/2022	Maha Jafarey, At-large mahajafarey@hotmail.com Bar # 50639 10650 NE 9 th Pl, Unit 2027 Bellevue, WA 98004-5077 425.471.9923 Term: 10/1/2018 – 9/30/2021
Catherine Holm, Greater Olympia Region catherine@wa-food-ind.org catholm@live.com Bar # 52560 1415 Harrison Ave NW, Ste. 101 Olympia, WA 98502 360.753.5177 ext. 104 Term: 10/1/2018-9/30/2021	Zachary Davison, King County Region ZDavison@perkinscoie.com Bar # 47873 700 Stewart St, Ste. 15229 Seattle, WA 98101 360.303.6012 Current Term: 10/1/2018 – 9/30/2021 Full Term: 10/1/2017-9/30/2021
Benjamin Hodges, Peninsula Region Ben.hodges@foster.com benhodges0@gmail.com Bar # 49301 Foster Pepper PLLC 1111 3 rd Ave, Ste. 3000 Seattle, WA 98101 206.447.6282 Term: 10/1/2018 – 9/30/2021	Alixanne Pinkerton, South Central Region Alixanne.Pinkerton@co.yakima.wa.us Bar # 52884 Yakima Prosecuting Attorney’s Office 128 N. Second Street Yakima, WA 98901 509.574.1229 Term: 10/1/2018 – 9/30/2021
Anthony Sterling, Alternate Bar # 53424	Scott Ugelstad, Alternate Bar # 52521
Kaelin Brodie, Alternate Bar # 54493	

Russell Knight, BOG Liaison rknightbog@gmail.com Bar # 40614 Smith Alling PS 1501 Dock St Tacoma, WA 98402-3209 253.627.1091 Term: 10/1/2018 – 9/30/2019	Julianne Unite, Staff Liaison julianneu@wsba.org Washington State Bar Association Advancement Department 1325 4 th Ave, Ste. 600 Seattle, WA 98101 206.727.8258
WA Young Lawyers Committee List Serve	wylcommittee@list.wsba.org
WSBA New & Young Lawyers List Serve	newlawyers@list.wsba.org

2019 – 2020 WYLC Meeting Schedule

November	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
January	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
March	Meeting: 10:00 a.m – 2:30 p.m.	Tacoma Pro Bono, Tacoma
May	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle
July	Meeting: 10:00 a.m – 2:30 p.m.	Skamania Lodge, Stevenson
September	Meeting: 10:00 a.m – 2:30 p.m.	WSBA Offices, Seattle

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 19: October 2018 – September 2019

<p>Washington Young Lawyers Committee</p> <p>Chair: Kim Sandher</p> <p>Staff Liaison: Julianne Unite, Ana LaNasa-Selvidge</p> <p>BOG Liaison: Russell Knight</p>	<p>Size of Committee: 18</p> <p>Direct expenses: <i>to come</i></p> <p>Indirect expenses: <i>to come</i></p> <p>Number of FY20 Applicants: 13</p>
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Background & Purpose:

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 encourage the interest and participation of:

- 1) 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; and upholding and supporting the Guiding Principles of the WSBA.

Strategy to Fulfill Purpose:

This year’s focus on fulfilling the WYLC’s purpose involves seven key areas:

1. Outreach and communication;
2. Debt;
3. Public Service and Leadership;
4. Rural Placement Pilot Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY19 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership.

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

2018-2019 Accomplishments and Work in Progress:

Outreach and Communication

1. The WYLC's goal this year was to connect new/young lawyers with WSBA programs, services and activities (for example, the Job Seeking Assistance Program). We updated the WSBA website to better reflect what the WYLC does and restructured the quarterly contact emails in an effort to make them easier to read.
2. The WYLC has had networking events after our in person meetings and has encouraged all WYLC members to check in on social media, post pictures, and liked and shared these posts. We have also been using our Facebook page, which we now have access to, for this purpose. The last meeting in Snohomish County partnered with the local tribal court and bar association and regional representatives to be more inclusive of those outside the Seattle area. We will be doing something similar in Richland, WA this July.
3. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
4. The WYLC is currently still working on finding the best way to get new admittees information about these events. One thing we are working on doing is getting in touch with law schools in Spring and possibly at graduation so law students are aware of the resources available to them once they pass the bar.
5. Explored opportunities to connect with county young lawyer divisions and other new and young lawyer communities, and identified opportunities to develop local CLEs that would benefit new and young lawyers.
6. Will be working on sponsoring an event at the end of the bar year to highlight and celebrate award recipients, scholarship recipients, and young lawyer liaisons. This may be in collaboration with local bar associations.

Debt

1. WYLC continues to advocate and promote the financial planning resources WSBA currently provides.
2. The WYLC is partnering with the New Member Education team to develop another Financial Planning CLE to be delivered this August. This seminar will be free to anyone within their first five years of practice and will focus on assisting new and young lawyers to manage their student loan debt.

Public Service and Leadership

1. Public Service and Leadership Award—to expose new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer*

highlighting the impact of the each lawyer’s work in the community. Applications have closed and selections will take place later on in June.

Rural Placement Pilot Project

1. This project is in the development phase, but it has been put on hold for this fiscal year because the uncertainty of WSBA’s future structure is currently unknown. If it is eventually launched, WYLC will work with staff to connect regional representatives with fellows, help identify counties to participate in the pilot, and provide support for the program.

Northwest Regional Summit

1. WYLC is working on co-hosting a summit in partnership with the Oregon New Lawyers Division. The focus is on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
2. The WYLC plans to apply for an ABA Regional Summit Subgrant for this.

ABA YLD Representation

1. The WYLC worked this year with the ABA YLD District Representative (DR) to select delegates for the ABA YLD Assembly at the ABA midyear and annual meetings to create a stronger connection between the ABA YLD and WYLC so that information is reported back to our meetings.
2. We put a process in place for selecting delegates who are going to be voting on behalf of the WA state young/new lawyers.
3. The WYLC is also administering subsidy scholarships to new and young lawyers who attend ABA meetings as delegates. The WYLC has opened the scholarship and will select two scholarship recipients. Recipients will write a NWSidebar blog post highlighting what they learned from attending the ABA meeting, report back to the WYLC, and provide content to be shared in the WYLC Quarterly Contact emails.

Preadmission Education Program (PREP)

1. WYLC is working with staff to support the preadmission education program and working with local and minority bar association to host live PREP Programs.

2019-2020 Goals:

1. ABA YLD Representation—The WYLC will continue to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. Scholarship recipients will share resources with the nearly 7,000 new and young lawyers in Washington by: (1) writing a NWSidebar blog post highlighting what they learned that is of benefit to new and young lawyers in Washington State, and (2) providing content to the WYLC to be shared in the WYLC Quarterly Contact emails. The WYLC will also work closely with the ABA YLD District Representative and scholarship recipients to identify additional ABA opportunities of value to new and young lawyers.

2. Public Service and Leadership Award—to connect new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the new lawyer’s work in the community.
3. Summit—the WYLC will co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals and access to justice in rural communities.
4. Outreach and Communication—it is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
 - a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks.
 - b. Focus on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
 - c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. Preadmission Education Program (PREP)—work with WSBA staff to support PREP and work with local and minority bar associations to host live PREP programs.
6. Rural Placement Pilot Project—depending on the Bar Structures Workgroup and the Courts decision, the WYLC will work with staff to connect WYLC regional representatives to fellows, help identify counties to participate in pilot, and provide additional support for this pilot program.
7. Investigate opportunities to help new and young lawyers with debt relief and financial planning. Begin implementation of at least one program and present it to the ABA YLD.

Please report how this committee/board is addressing diversity:

- 1) *Are you using any of the tools provided by WSBA and if so, how? 2) Have you sought out training or consultation from the Inclusion and Equity Specialist? 3) How have you elicited input from a variety of perspectives in your decision-making? 4) What have you done to promote a culture of inclusion within the board or committee? 5) 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? 6) Other?*
1. The WYLC received training from the WSBA Inclusion and Equity Specialist in February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. Dana Barnett facilitated discussion about working with the MBA’s at our December meeting.
3. We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

Please report how this committee/board is addressing professionalism:

1) Does the committee/board's work promote respect and civility within the legal community? 2) Does it seek to improve relationships between and among lawyers, judges, staff and clients? 3) Does it raise awareness about the causes and/or consequences of unprofessional behavior? 4) Other?

1. The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need.
2. The WYLC seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
3. The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so. A major theme this year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

Please report how this committee/board is integrating new and young lawyers into its work:

1) How have you brought new and young lawyers into your decision making process? 2) Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities? 3) Other?

1. The WYLC is entirely made up of new and young lawyers.
2. Yes, the WYLC focuses entirely on these topic areas.

Please report how this committee/board is addressing the needs of the public:

1) How is the public impacted by your work? 2) Has the committee/board sought input from the public, and/or communicated its work to the public? 3) Other?

1. Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
2. We have a subcommittee dedicated to access to justice.
3. We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.
4. Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
5. WYLC encourages all new and young lawyers to participate in public service.

FY19 Demographics:

- Gender (Female: Male: Not Listed): 8:9:0 (1 did not answer)

- Number of members self-identified with a racial/ethnic under-represented group: 3 (2 did not answer)
- Number of members self-identified as having a disability: 0 (0 did not answer)
- Number of members self-identified as LGBT: 0 (1 did not answer)

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

Please submit report electronically to the
WYLC Chair Jordan Couch (jordan@palacelaw.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Alixanne Pinkerton

Region Represented: South Central

1. Are there any initiatives with the local young lawyers we should know about?

Not at this time.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

Not at this time.

3. Any feedback from constituents on WYLC activities?

Not at this time.

4. Is there anything you need from the WYLC?

Not at this time.

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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Brian Holden

Region Represented: Pierce County

1. Are there any initiatives with the local young lawyers we should know about?
Not at this time.
2. Any recruitment actions were taken in the last 2 months? Were they successful?
There have been no recruitment actions in the last two months.
3. Any feedback from constituents on WYLC activities?
No.
4. Is there anything you need from the WYLC?
Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Chelsie Elliott

Region Represented: Southwest

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.
2. Networking coffee/lunch/happy hours with new attorneys.
3. Discussion and outreach with new attorneys re blog posts and social media.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Clark County Free Virtual Legal Clinic; Every Thursday; 5:00 pm to 7:00 pm
- 2.
- 3.

3. Any additional items to report or future agenda items:

All CCBA events are cancelled until further notice.

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Washington Young Lawyers Committee

WYLC Representative Report

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Esther Hyun

Region Represented: Snohomish

1. Are there any initiatives with the local young lawyers we should know about?

There are no initiatives at this time that should be shared with local young lawyers.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

No recruitment actions were taken in the last 2 months.

3. Any feedback from constituents on WYLC activities?

No feedback received from constituents.

4. Is there anything you need from the WYLC?

Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Member: Laura King

Region Represented: Other Constituents At-Large Rep (Law students, out-of-state members, LLLT & LPO)

1. Are there any other constituent related initiatives, programs, or tools we should know about?

None.

2. What has been or should be done to further recruit and include other constituents in our work?

I spoke (via zoom) to a SU law school class about my experience starting a legal services business as a young lawyer.

3. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Maha Jafarey

Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

WSBA is working with ABA YLD and Paladin to launch a national disaster relief pro bono portal. Communities Rise Launched the COVID-19 Legal Clinic for Washington State small business owners and nonprofits.

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

We decided not to go through with Working Remote Webinar with WSBA as there were already many good webinars done on the subject. Instead, we have been working to collaborate and list existing legal resources on WSBA's page.

3. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Emily Ann Albrecht

Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

The ABA YLD Spring conference has been cancelled due to COVID-19. Whether the ABA Annual meeting will still occur is TBD.

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

If Annual does occur, it will be from July 29 to August 4, 2020 in Chicago and we need to recruit Washington delegates to the YLD Assembly on July 31, 2020 and August 1, 2020.

3. Is there anything you need from the WYLC?

Not at this time. Thank you. 😊

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Emily Ann Albrecht

Project: Public Service Leadership Award

1. What did the project team do in the last 2 months?

The PSLA nomination deadline is April 30, 2020. Most likely due to coronavirus, participation in the nomination process has been historically low!

2. What does the project team plan to do in the next 2 months?

I am recommending that we extend the nomination deadline to mid-July so that we can vote on nominees at our

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

We need to formally vote on this issue at our meeting.

4. Anything additional you would like to share?

Not at this time. Thank you. 😊

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Washington Young Lawyers Committee

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Alixanne Pinkerton

Project: RRR/ATJ

1. What did the project team do in the last 2 months?

Met with Julianne Unite, Brian Neuharth, Jordan Couch, and Paris Eriksen regarding the possibility of having the WYLC become involved in the WSBA's Rural Outreach Pilot Program.

2. What does the project team plan to do in the next 2 months?

With the WYLC's approval, we plan to make contact with various entities that are young lawyer-focus and have an interest in providing legal services in rural areas.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

This is a project that the WYLC will need to decide

4. Anything additional you would like to share?

More details about the WYLC's possible involvement will be discussed at the May 9th meeting.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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WYLC Focus Areas:

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Brian Neuharth

Project: Debt

1. What did the project team do in the last 2 months?

Added new member to group, a 1L student, Clyde Shavers. Clyde is researching a possible program for income sharing agreements with schools and has shared some initial findings with the group.

Spoke to Legislative Affairs about process for submitting proposed LRAP bill to BOG.

Discussed and made edits to proposed LRAP bill.

2. What does the project team plan to do in the next 2 months?

Get LRAP bill to Legislative Affairs by June or August 1st. Bill may then move to BOG for November legislative agenda meeting in November.

Possibly look for LRAP bill sponsor in the legislature. Encourage members to reach out to their own reps. This may be premature, depending on strategy. Covid19 responses will dominate the state budget next year, so the bill may take a backseat for a year or two.

- 3.** Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Review, discuss, and vote to approve draft LRAP bill. If approved, bill can be sent to Legislative Affairs for review.

- 4.** Anything additional you would like to share?

I want to go camping or drink a beer in public. Video games are getting boring.

WASHINGTON STATE BAR ASSOCIATION

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 Young Lawyer Division (ABA 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 American Bar Association.

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. Attending the ABA meeting 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 and at least one block of programming each day. If you are unsure of what to attend, please reach out to your current ABA YLD District Representative (Emily Albrecht: emilyalbrechtattorney@gmail.com) or current WYLC Chair (Jordan Couch: jordan@palacelaw.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 Midyear: There will be five \$250 scholarship awarded to a new and young lawyer to attend the ABA midyear meeting in Austin, TX on February 14-16, 2020. The scholarship will come in the form of a reimbursement.

Scholarship for Annual: There will be four \$500 scholarships awarded to two new and young lawyers to attend the ABA annual meeting in Chicago, IL on July 30 to August 1, 2020. The scholarship will come in the form of a reimbursement.

Responsibilities

Each scholarship recipient is **required** to serve as Washington Delegate to the YLD Assembly at one of the above ABA meetings and 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 will select the scholarship recipients for the Annual Meeting at the May 9, 2020 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. For more information, contact newmembers@wsba.org.

WASHINGTON STATE BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

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>
<input type="checkbox"/> Midyear	February 14-16, 2020	Austin, TX	Tuesday, Dec. 31, 2019
<input checked="" type="checkbox"/> Annual	July 30 to August 1, 2020	Chicago, IL	Thursday, April 30, 2020

Why are you interested in attending this ABA meeting?

In addition to the highly relevant content to be discussed at the ABA YLD Assembly, this year's Annual Meeting includes the first World Forum for Women in Law to be held in the U.S., which offers attendees the opportunity to learn from the most powerful and influential female leaders in the legal profession. I welcome the opportunity to bring information gathered and insights garnered from these Forums - as well as the additional programming offered at the Annual Meeting - back to the WSBA.

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:

I am a member of the WSBA's Editorial Committee (since 2018), and am also a member of the following sections: Solo and Small Practice, and Cannabis Law.

Please list any *pro bono* participation and/or activities:

I helped run a multi-day, free (criminal record) vacation clinic locally at Hempfest 2018, and participated in 2019's National Expungement Week.

Have you ever attended an ABA YLD Meeting? _____ Yes No

Have you ever attended any other ABA Meetings, and how many?

None.

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 March 30, 2020

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: 206.727.8258; Email: NewMembers@wsba.org

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Email: _____ Bar No. _____

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<input type="checkbox"/> Midyear	February 14-16, 2020	Austin, TX	Tuesday, Dec. 31, 2019
<input checked="" type="checkbox"/> Annual	July 30 to August 1, 2020	Chicago, IL	Thursday, April 30, 2020

Why are you interested in attending this ABA meeting? I am interested in attending this ABA meeting because I want to participate as the Washington Delegate at the ABA Annual Conference. Last year, I was able to vote on the eligibility change that reflect the changes in who is a "young lawyer." I want to be able to give back, on both a national and regional scale, and believe that understanding and being able to participate at the ABA conference, especially given the COVID-19 pandemic, will be helpful in moving the YLD forward both here and at the ABA.

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: Yes, I am currently involved as a trustee and secretary for the KCBA YLD, as well as being on the services and communication and outreach committee, I'm also a member of the Asian Bar Association of Washington. _____

Please list any *pro bono* participation and/or activities:

I am a trustee on the KCBA YLD board, and the secretary. I also participate on the services committee, as well as the communications and outreach committee. When I was in law school, I was a metadata intern for the Law Library of Congress, and Pro Bono Service Awardee. _____

Have you ever attended an ABA YLD Meeting? Yes _____ No

Have you ever attended any other ABA Meetings, and how many?

I attended the ABA Annual Meeting last year (San Francisco 2019) as a Washington Delegate. It was a fantastic experience, especially since the topics voted on and discussed were relevant also to my work with the KCBA YLD.

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 4/30/2020

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: 206.727.8258; Email: NewMembers@wsba.org

AN ACT Relating to a loan repayment endowment program for attorneys who provide legal services in public interest areas of the law; reenacting and amending RCW 43.79A.040; and adding a new chapter to Title 28B RCW.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

NEW SECTION. Sec. 1. INTENT. The legislature intends to provide affordable access to legal education and meet the legal needs of the state of Washington in public interest areas of the law. The high cost of attending law school requires that attorneys command high incomes to repay the financial obligations incurred in obtaining the required training. As a result of the need for high incomes, few attorneys are able to practice in public interest areas of the law, which traditionally pay substantially less than other areas. The legislature finds that encouraging outstanding law students and attorneys to practice in public interest areas of the law is essential to assuring access to legal services in areas of public interest.

NEW SECTION. Sec. 2. DEFINITIONS. Unless the context clearly requires otherwise, the definitions in this section apply throughout this chapter.

- (1) "Board" means the higher education coordinating board.
- (2) "Eligible education and training programs" means education and training programs approved by the board that lead to eligibility for a license to practice law as a licensed attorney.
- (3) "Eligible expenses" means reasonable expenses associated with the costs of acquiring an education such as tuition, books, equipment, fees, room and board, and other expenses determined by the board.
- (4) "Eligible participant" means an eligible licensed attorney who is a resident of the state of Washington, and who can provide proof of residency including, but not limited to:
 - (a) Registration or payment of Washington taxes or fees on a motor vehicle, mobile home, travel trailer, boat, or any other item of personal property owned or used by the person for which state registration or the payment of a state tax or fees is required;
 - (b) Permanent full-time employment in the state of Washington; or
 - (c) Registration to vote for state officials in the state of Washington.
- (5) "Forgiven" or "to forgive" or "forgiveness" means to render legal services in a public interest area of the law in the state of Washington in lieu of monetary repayment.
- (6) "Licensed attorney" means an attorney who has successfully passed the Washington state bar exam and been admitted to practice in the state of

Washington or has otherwise been licensed to practice law in the state of Washington by the Washington state bar association and who resides in the state of Washington.

(7) "Loan repayment" means a loan that is paid in full or in part if the participant renders legal services in Washington in a public interest area of the law.

(8) "Participant" means a licensed attorney who has received a loan repayment award and has commenced practice as a licensed attorney in Washington in a public interest area of the law.

(9) "Program" means the public interest attorney loan repayment program.

(10) "Public interest area of the law" means those areas of the law determined by the board in consultation with the advisory committee to serve the public interest including, but not limited to:

(a) Providing direct legal service at a legal services organization, the attorney general's office, prosecuting attorneys' offices, or criminal public defender association or program;

(b) Providing indirect legal services at a legal services organization, the attorney general's office, prosecuting attorneys' association, or criminal public defender association or program; or

(c) Practicing in some other capacity that the advisory committee determines serves the public interest.

(11) "Required service obligation" means an obligation by the participant to provide legal services in Washington in a public interest area of the law for a period of time to be established as provided for in this chapter.

(12) "Satisfied" means paid in full.

NEW SECTION. Sec. 3. PROGRAM--DUTIES OF BOARD. The public interest attorney loan repayment program is established for licensed attorneys who practice or agree to practice in public interest areas of the law in the state of Washington. In administering this program, once the balance in the public interest attorney loan repayment endowment account is seven hundred fifty thousand dollars, the board shall establish an advisory committee. The committee may include, but is not limited to, one representative from the Washington state bar association, one representative from the access to justice board, and one representative from each of the law schools located in the state of Washington. The advisory committee shall also include one law student representative from each law school in the state.

(1) The advisory committee shall advise the board in performing the following duties:

(a) Adopting rules and developing guidelines to administer the program;

(b) Collecting and managing repayments from participants who do not meet their service obligations under this chapter; and

(c) Developing criteria for a contract for service in lieu of the service obligation where appropriate, that may be a combination of service and payment.

(2) The advisory committee shall publicize the program and solicit grants and donations from public and private sources for the program, to be accepted by the board and deposited into the public interest attorney loan repayment endowment account.

(3) The advisory committee shall select licensed attorneys to participate in the loan repayment program. In selecting eligible participants, the committee may consider the following criteria:

(a) A demonstrated commitment on the part of the applicant to practice in public interest areas of the law;

(b) The financial need of the applicant;

(c) The demand for the type of public interest work the applicant seeks to perform;

(d) A declared interest by the applicant to practice in rural areas of the state of Washington where the need for public interest attorneys is high;

(e) The scholastic achievements of the applicant; and

(f) Any other criteria the committee deems relevant to the selection process.

NEW SECTION. Sec. 4. LOAN REPAYMENT--REQUIRED SERVICE OBLIGATION. The board shall establish loan repayments for licensed attorneys who practice in a public interest area of the law. The amount of the loan repayment shall not exceed twenty thousand dollars per year for a maximum of five years per individual. Participants incur an obligation to repay the loan under section 6 of this act unless they practice for one year in a public interest area of the law for each year of loan repayment received.

NEW SECTION. Sec. 5. LOAN REPAYMENT AWARDS.

(1) The board may grant loan repayment awards to eligible participants from the funds appropriated for this purpose, or from any private or public funds deposited in the public interest attorney loan repayment endowment account.

(2) Funds appropriated for the program, including reasonable administrative costs, may be used by the board for the purposes of loan repayments. The board shall annually establish the total amount of funding to be awarded for loan repayments and such allocations shall be established based upon the best use of funding for that year.

NEW SECTION. Sec. 6. PARTICIPANT OBLIGATION—REPAYMENT OBLIGATION.

Participants in the public interest attorney loan repayment program who are awarded loan repayments shall receive payment from the program for the purpose of repaying educational loans secured while attending a program of legal training that led to a license to practice law in the state of Washington.

- (1) Participants shall agree to meet the required service obligation in a designated public interest area of the law.
- (2) Repayment shall be limited to eligible educational and living expenses as determined by the board and shall include principal and interest.
- (3) Loans from both government and private sources may be repaid by the program. Participants shall agree to allow the board access to loan records and to acquire information from lenders necessary to verify eligibility and to determine payments. Loans may not be renegotiated with lenders to accelerate repayment.
- (4) Repayment of loans under this chapter shall begin no later than ninety days after the individual has become a participant. Payments shall be made quarterly, or more frequently if deemed appropriate by the board, to the participant or the lender until the loan is repaid or until the required service obligation is fulfilled and eligibility discontinues, whichever comes first.
- (5) Should the participant discontinue practicing in a public interest area of the law, payments against the loans of the participant shall cease to be effective on the date that the participant discontinues service.
- (6) Except for circumstances beyond their control, participants who serve less than the required service obligation shall be obligated to repay to the program an amount equal to twice the total amount paid by the program on their behalf in addition to any payments on the unsatisfied portion of the principal and interest. The board shall determine the applicability of this subsection.
- (7) The board is responsible for the collection of payments made on behalf of participants from the participants who discontinue service before completion of the required service obligation. The board shall exercise due diligence in collection, maintaining all necessary records to ensure that the maximum amount of payment made on behalf of the participant is recovered. Collection under this section shall be pursued using the full extent of the law, including wage garnishment if necessary.
- (8) The board is not responsible for any outstanding payments on principal and interest to any lenders once a participant's eligibility expires.

NEW SECTION. Sec. 7. PUBLIC INTEREST ATTORNEY LOAN REPAYMENT ENDOWMENT ACCOUNT.

(1) The public interest attorney loan repayment endowment account is created in the custody of the state treasurer. The account shall be a nontreasury account retaining its interest earnings in accordance with RCW 43.79A.040.

(2) The board shall deposit in the account all money received for the program. The account shall be self-sustaining.

(3) Expenditures from the account shall not exceed half of each appropriation by the legislature until the program becomes self-sustaining and shall be used for loan repayments for eligible attorneys and the board's administrative costs associated with the awarding, tracking, and collection of the loans. Appropriations to the program shall end when the account becomes self-sustaining.

(4) With the exception of the operating costs associated with the management of the account by the treasurer's office as authorized in chapter 43.79A RCW, the account shall be credited with all investment income earned by the account.

(5) Disbursements from the account are exempt from appropriations and the allotment provisions of chapter 43.88 RCW. Money used for program administration is subject to the allotment and budgetary controls of chapter 43.88 RCW, and an appropriation is required for expenditures.

(6) Disbursements from the account shall be made only on the authorization of the board.

NEW SECTION. Sec. 8. POWERS AND DUTIES OF THE INVESTMENT BOARD.

(1) The investment board has the full power to invest, reinvest, manage, contract, sell, or exchange investment money in the account. All investment and operating costs associated with the investment of money shall be paid pursuant to RCW 43.33A.160 and 43.84.160. With the exception of these expenses, the earnings from the investment of the money shall be retained by the account.

(2) All investments made by the investment board shall be made with the exercise of that degree of judgment and care pursuant to RCW 43.33A.140 and the investment policy established by the state investment board.

(3) As deemed appropriate by the investment board, money in the account may be commingled for investment with other funds subject to investment by the board.

(4) The authority to establish all policies relating to the account, other than the investment policies in subsections (1) through (3) of this section, resides with the

board. With the exception of expenses of the investment board in subsection (1) of this section, disbursements from the account shall be made only on the authorization of the governing body, and money in the account may be spent only for the purposes of the program as specified in this chapter.

(5) The investment board shall routinely consult and communicate with the higher education coordinating board on the investment policy, earnings of the trust, and related needs of the program.

NEW SECTION. Sec. 9. TRANSFER OF PROGRAM ADMINISTRATION. After consulting with the board, the governor may transfer the administration of this program to another agency with an appropriate mission.

Sec. 10. RCW 43.79A.040 and 2003 c 403 s 9, 2003 c 313 s 10, 2003 c191s7,2003c148s15,2003c92s8,and2003c19s12 are each reenacted and amended to read as follows:

(1) Money in the treasurer's trust fund may be deposited, invested, and reinvested by the state treasurer in accordance with RCW 43.84.080 in the same manner and to the same extent as if the money were in the state treasury.

(2) All income received from investment of the treasurer's trust fund shall be set aside in an account in the treasury trust fund to be known as the investment income account.

(3) The investment income account may be utilized for the payment of purchased banking services on behalf of treasurer's trust funds including, but not limited to, depository, safekeeping, and disbursement functions for the state treasurer or affected state agencies. The investment income account is subject in all respects to 4 chapter 43.88 RCW, but no appropriation is required for payments to 5 financial institutions. Payments shall occur prior to distribution of earnings set forth in subsection (4) of this section.

(4) (a) Monthly, the state treasurer shall distribute the earnings credited to the investment income account to the state general fund except under (b) and (c) of this subsection.

(b) The following accounts and funds shall receive their proportionate share of earnings based upon each account's or fund's average daily balance for the period: The Washington promise scholarship account, the college savings program account, the Washington advanced college tuition payment program account, the agricultural local fund, the American Indian scholarship endowment fund, the

students with dependents grant account, the basic health plan self-insurance reserve account, the contract harvesting revolving account, the Washington state combined fund drive account, the Washington international exchange scholarship endowment fund, the developmental disabilities endowment trust fund, the energy account, the fair fund, the fruit and vegetable inspection account, the game farm alternative account, the grain inspection revolving fund, the juvenile accountability incentive account, the law enforcement officers' and fire fighters' plan 2 expense fund, the local tourism promotion account, the produce railcar pool account, the public interest attorney loan repayment account, the rural rehabilitation account, the stadium and exhibition center account, the youth athletic facility account, the self-insurance revolving fund, the sulfur dioxide abatement account, and the children's trust fund((, and the investing in innovation account)). However, the earnings to be distributed shall first be reduced by the allocation to the state treasurer's service fund pursuant to RCW 43.08.190.

(c) The following accounts and funds shall receive eighty percent of their proportionate share of earnings based upon each account's or fund's average daily balance for the period: The advanced right of way revolving fund, the advanced environmental mitigation revolving account, the city and county advance right-of-way revolving fund, the federal narcotics asset forfeitures account, the high occupancy vehicle account, the local rail service assistance account, and the miscellaneous transportation programs account.

(5) In conformance with Article II, section 37 of the state Constitution, no trust accounts or funds shall be allocated earnings without the specific affirmative directive of this section.

NEW SECTION. Sec. 11. CAPTIONS NOT LAW. Captions used in this act are not any part of the law.

NEW SECTION. Sec. 12. Sections 1 through 9 and 11 of this act constitute a new chapter in Title 28B RCW.

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Memo

To:	Board of Governors
From:	Washington Young Lawyers Committee Julianne Unite, Member Services and Engagement Specialist, Staff Liaison
Date:	May 9, 2020

Action: Endorse Legislation for Statewide Loan Repayment Assistance Program

Context/history

The WYLC is requesting the BOG endorse a bill to establish a statewide Loan Repayment Assistance Program (LRAP). The proposed bill establishes an endowment for the benefit of public service attorneys and includes provisions regarding funding and administration.

As drafted, the proposed bill includes a financial commitment from the BOG to help establish the endowment. Additionally, the WSBA can provide assistance with lobbying efforts. The WSBA's own executive director testified in Olympia when the legislature considered establishing an LRAP in 2002 and again in 2004 (SB 5336 and SB 6744, respectively).

Currently, there are 24 LRAP programs administered in 23 states. Within Washington, there is already an LRAP for primary care health professionals and all three law schools in Washington have separate LRAPs available to their alumni. It is the opinion of the WYLC that a statewide LRAP would have a significant positive impact on the student debt crisis by broadening the pool of potential applicants and potentially increasing the overall funding available.

Process

The WYLC has a project specifically aimed at addressing student debt issues. A member of the debt project reviewed information available from the American Bar Association's Standing Committee on Legal Aid and Indigent Defendants LRAP webpage. After the debt project team members held meetings about LRAPs, the subcommittee brought their recommendation and proposed bill to the WYLC. The proposed bill was discussed at three meetings.

At the third meeting, the WYLC voted unanimously to present the bill for BOG support. The WYLC is now seeking your approval to endorse the proposed bill establishing a statewide LRAP for public lawyers in Washington State.

Recommendation

It is our recommendation that the WSBA endorse the proposed bill in its current form or amended as the BOG finds appropriate. The WSBA has expressed a strong commitment to helping reduce the burdens of the current law student debt crisis and a statewide LRAP would place Washington in the good company of states who have already adopted statewide LRAP programs.

The WYLC is asking the BOG to vote in favor of endorsing the bill and allowing the WYLC to declare its support.