

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

WSBA SECTION ANNUAL REPORT

FY 2024: October 1, 2023 – September 30, 2024

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 Boards^j), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2023 – September 30, 2024. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 11: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	Labor & Employment Law
Chair or Co-Chairs:	Cassandra Lenning
Staff Liaison: (include name, job title, and department if known)	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Mary Rathbone
Purpose: <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 section'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.	
Top 2023 -2024 Section Accomplishments:	
We hosted a widely attended mini-CLE on The Latest in Washington Non-Compete Agreements in October 2023. We hosted another mini-CLE on Reasonable Accommodations followed by a Reception in June 2024.	
We hosted our 23rd Annual Conference, a full day CLE event, in November 2023.	
We hosted a Law School Connection Mixer at Seattle University for law students interested in L&E law in April 2024.	
We provided summer grants to two local law students, one from University of Washington and one from Gonzaga University, who spent their summers working in otherwise unpaid L&E positions.	
Next Fiscal Year: 2024-2025 Top SMART Goals & Priorities: <i>Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound</i> Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.	
1	Host 3-4 mini-CLEs, and 1 large CLE conference.
2	Host an event for law students interested in labor & employment law, and continue to provide summer grants to local law students spending their summer working in Labor and Employment law.
3	Get summer grantee students and other young lawyers more involved in the Section.
Looking Ahead: <i>Please share any long-term goals and/or priorities that your entity aims to address.</i>	
1	Host informal "spotlight" lunches for Section members.
2	Increase activity on Section listserv, maybe seek dedicated social media volunteer.
3	Increase diversity of Executive Committee, particularly with respect to attorneys outside the Seattle area.
Please describe how this entity is addressing diversity, equity, and inclusion: <i>How have you elicited input from a variety of perspectives in 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 in the profession? Other?</i>	

<p>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.</p>		
<p>Please share feedback regarding the support and engagement provided by WSBA.</p> <p><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</i> • <i>Ideas you have on ways WSBA can continue to strengthen/support your entity.</i> 		
<p>Click or tap here to enter text.</p>		
<p>Please quantify your section's 2023-2024 member benefits:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • <i>\$3000 Scholarships, donations, grants awarded;</i> • <i>4 mini-CLEs produced</i> 		
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</i> -WSBA entity.	
3	Receptions/forums hosted or co-hosted	
\$15,000	\$ amount given through donations/scholarships/grants.	
0	Newsletters/publications produced	
3	Mini-CLEs produced	
Law School Connection Mixer	New Lawyer Outreach events/benefits	
2 Summer grants	Recognitions/Awards given	
N/A	Other (please describe):	
<p align="center">SECTION DATA</p> <p align="center"><i>To Be Completed by WSBA Sections Team</i></p>		
Section Membership Information:	990	Membership Size: <i>(As of September 30, 2024)</i>
	\$50,467	FY24 Revenue (\$): For Sections Only: <i>As of September 30, 2024</i>

Sections

	\$54,870	\$31,537	Budgeted and Direct Expenses: <i>Does not include the Per-Member-Charge. For Direct Expenses, draft estimate as of December 3, 2024.</i>
Section Executive Committee Information:	14		Size of Executive Committee: <i>(include and specify voting and non-voting positions)</i>
	8		Number of Vacancies for FY25: <i>The number of positions with terms beginning October 1, 2024 (FY25).</i>
	8		Number of Applicants for FY25: <i>Applications submitted in the Spring-Summer of 2024 for terms beginning October 1, 2024 (FY25)</i>

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.