

THE LEGAL BRIEF

A Publication of the Thurston County Bar Association

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President's Message By: Terry Church

I hope you all had a rejuvenating holiday season with family and friends. As we look forward to our goals for the TCBA in 2016, we can also look back and celebrate our accomplishments in 2015.

Kudos on a great Holiday Lunch and the Giving Spirit of the Local Legal Community

What a fantastic turnout from the TCBA and the Thurston County Bench for our festive annual Holiday Lunch! Our group opened their hearts (and wallets) for our annual Salvation Army Adopt-A-Family program coordinated so ably by Lenny Lucenko. Our final figures were impressive and showed the generosity and community-mindedness that makes our legal community special. We bought gifts for 129 individuals from 33 families, and contributed an additional \$2820.00 in grocery store gift cards. If you have not made it to the Holiday Lunch in recent years I really recommend it; it's a great chance to get together and feed off, pun intended, the giving spirit of our colleagues.

Kicking off 2016 with TCBA participation—The CLE Committee is a Great Place to Start

Recently I have had members ask me the best way to get involved in the TCBA. My answer is an emphatic "The CLE committee!" For years our CLE committee has provided relevant programs to our membership, also generating income which we have then contributed to important community legal programs. For the past few years the CLE committee has been under the leadership of Bill Pope, with contribution from Board Members John Skinder, Chris Lanese, Megan Card and others. The CLE committee would love to spread the wealth of time and effort required to put on these quality programs. So if you have an idea for a half-day CLE program that you can help organize, make contacts, or be a presenter (or all three) talk to Bill, Chris, John or another members of our Board. Chris jumped into the CLE committee before he became a TCBA Board Member. Now, Chris is an active Board Member and took a lead role as a speaker and organizer in our last half-day seminar on Employment Law.

If a half day seems too long to you, presenting at our lunch seminars is also a great place for our members, both young lawyers and old timers, to show off their legal skills. So if you have expertise in a topic that would work for a hour presentation, talk with Megan Card, who as president-elect of the TCBA, is in charge of monthly lunch seminars.

Thanks to the leaders of the Family Law Section

Finally, I want to send thanks out to Paul Battan for jumping in and taking over leadership of the Family Law Section of the TCBA, and to Pat Rawnsley, the former section chair, who is now stepping down. The Family Law Section has long been one of the TCBA's strongest sections, due in large part to the committed membership of the section and years of leadership by Bill Pope.

Happy New Year!

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**2016 MEMBERSHIP RENEWAL...
FORM ON LAST PAGE**

A View From the Bench

By Paul Wohl

Court Commissioner, Thurston County District Court



The beginning of the year is often regarded as a time to reflect on the year that has passed, and to look forward to the possibilities of the new year. We are accustomed to seeing time pass in cycles and to viewing time in discrete intervals. One of my favorite authors said something to the effect that the present is that point at which the future flows into the past. Having left 2015 in the past, we at District Court are looking forward to 2016 and the new opportunities and changes to come.

I will touch on a few of the changes coming soon at the District Court. The most visible change you will see will be the reconfiguration of some of our space. The offices currently occupied by the Veteran's and Mental Health Court staff will be converted into attorney and client consultation rooms. Veteran's and Mental Health Court staff will be moving into the offices currently occupied by the District Court Calendaring Office. The Calendaring Supervisors will occupy reconfigured space that will be added adjacent to the Criminal/Traffic customer service window. That space will be taken from what is now the attorney consultation room adjacent to Courtroom 1. Overall, these changes will result in the addition of one more consultation room for attorneys, a more functional workspace and offices for the treatment court staff, and the Calendaring Supervisors will be available to the attorneys and public as well as to their staff in the clerk's office. Construction and remodel will be starting in January and is being timed to avoid interruption in services.

The District Court is continuing to move to electronic filing and record management. In 2016, we expect to transition to a new electronic document generation system. The product has not yet been selected, but we expect that the new system will allow attorneys and judicial officers to generate, file, and share documents from a web-based system that is accessible from anywhere. All participants will be able to create, edit, and view documents on their own devices at any time prior to or during court hearings. Additionally, District Court expects to begin bringing these capabilities to the Civil Department in order to offer this simplicity and convenience to civil litigants.

2015 saw major revisions of the District Court Local Rules. These new rules took effect in September. The process of modernizing the Local Rules is expected to continue in 2016. Last year, the focus was on updating older rules and repealing outdated rules. Several local attorneys participated in the revisions that ultimately were adopted by the court. Updating and streamlining the Local Rules is an ongoing process, and the court invites anyone interested to comment on any proposed changes or to offer any changes you think are appropriate.

The District Court, like all courts in the state, is implementing the new General Rule 31.1. This rule, adopted by the state Supreme Court effective January 1, 2016, governs the retention of and public access to court administrative records. The rule defines administrative records as "public record[s] created by or maintained by a court or judicial agency and related to the management, supervision, or administration of the court or judicial agency." The District Court is committed to remaining open and transparent in its operation as expected and required by the citizens of Thurston County, and will be fully implementing GR 31.1.

2016 also represents a milestone for the Mental Health Court. This year will be the 10 year anniversary of the founding of the Mental Health Court. Stay tuned for announcements of celebrations of this significant event.

As you can see, things continue to move and change at the District Court. But we remain committed to our mission, "Serving justice through serving people." We look forward to serving you in the New Year.



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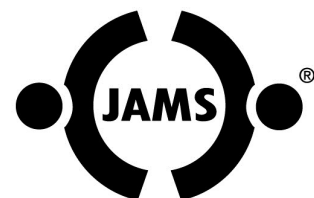
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YOUNG LAWYER SPOTLIGHT

BY: MEGAN RUE, YL CHAIR

Amal-Noor Joury, WSBA No. 49198

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Amal graduated from Suffolk University Law School in 2005 and joined the Boston based private investment bank Brown Brothers Harriman & Co. (BBH) in 2006 as an associate attorney practicing securities law and corporate governance. Amal is a recent transplant from the Boston area and is quickly becoming a true Pacific Northwesterner. She joined Goldstein Law Office PLLC in May 2015.

Amal is an active member of the Washington State Bar Association, Thurston County Bar Association, Thurston County Bar Association Young Lawyers Section, and Washington Women Lawyers Capitol Chapter. Amal also volunteers with Thurston County Volunteer Legal Services.

I became a lawyer because: I wanted to truly counsel people and work with them to help solve their legal problems; and taking on the challenge of starting a new legal career excited me.

The future of the practice of law is: Technology and managing client data privacy.

One of the greatest challenges in law today is: Too few resources for the courts, the sheer caseload volume that our judicial officers work though on a daily basis is heroic.

The hardest part of being a young lawyer is: Knowing how to find and work with a mentor successfully.

This is the best advice I have been given: We all make mistakes, it's called "*practicing law*" for a reason.

If I were not practicing law: If I hadn't gone to law school, I would have liked to try my hand at film production.

Someone whose opinion matters to me: My two year old! Also my boss and colleague, Jay Goldstein – he really takes the time to talk through client issues with me, but trusts me to do the work and get it done on my own.

I am most happy when: A client leaves feeling confident that I have come up with the right plan for their matter.

I am most proud of this: Having the guts to start a new legal career after eight years in the financial sector.

My favorite vacation place: Beirut, Lebanon. The food, the history, the people, the crazy driving!

I can't live without: Classic answer – Coffee!

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Habitat Conservation Plan Certainty Cast in Doubt by Recent 9th Circuit Decisions

By Martha Wehling, Attorney at Law

The Pacific Northwest is no stranger to high profile listed species, with the iconic Northern spotted owl as the face of the timber wars in the 1990s, and more recent attention on management of forest land due to the secretive and biologically fascinating Marbled murrelet. The federal listing of the Mazama pocket gopher as a threatened species in 2014 brought those impacts directly to the doorsteps of many residents of Thurston County. This article provides a brief introduction to the federal Endangered Species Act's (ESA) Habitat Conservation Plans (HCP) and their use as a tool for certainty (or not) to property owners, developers, and conservationists.

Under the ESA, no "person" (broadly defined) can "take" (also broadly defined) a federally listed species. Actions that can impact a listed species' habitat, in some cases, may potentially be covered by this Section 9 limitation. The ESA allows the regulating Federal agency to authorize incidental take of a listed species under Section 10. The Section 10 process provides a mechanism for the Federal Services to issue a HCP.

Any person may submit an application to the Federal Services for an "incidental take permit", the legal authorization that protects the holder from a Section 9 take challenge. The HCP, as well as an implementing agreement, need to be developed as part of the application process. Section 10 of the ESA contains general requirements for the application, including an analysis of impacts, mitigation, and alternatives. The Federal Services issue the HCP if they find that the future taking will be incidental to the activity, the mitigation is the maximum practicable, the applicant has adequate funds to comply with the HCP's requirements, and the taking will not appreciably reduce the survival and recovery of the species. This is, of course, a very broad and general summary that omits the myriad challenging legal issues associated with the process.

Here in Thurston County, two applications for HCPs for the gopher were submitted to the authorizing Federal agency, the United States Fish and Wildlife Service in October, 2015. Both were from private landowners to provide coverage for construction and development activities. The Meier Group HCP seeks a five-year ITP for a 6.4 acre property, for potential impacts to the Olympia subspecies of the Mazama pocket gopher. The Kaufman HCP seeks a 20-year ITP for 13 properties, for potential impacts to the Olympia and Yelm subspecies of the Mazama pocket gopher, Taylor's checkerspot butterfly, and Streaked horned lark.

Thurston County is also in the process of developing its own HCP for the recently listed prairie species, as well as the Oregon spotted frog. The County's HCP is intended to protect the County from legal liability when it issues development permits that might impact a listed species. The County anticipates release of its draft HCP for public review and comment this year, with the ITP issued in 2017. Following the listing of the prairie species, the County modified its permit review process pending issuance of the HCP, which has been a source of consternation for many County residents.

Although the HCP process is well-intentioned, with the purpose of providing certainty to the applicant in future use of their own property and certainty to the Federal agency in conservation to a species, it has been criticized, like practically all ESA efforts, from both sides of the fence. Few HCPs were initially developed, until the passage of "No Surprises." The "No Surprises" assurances are a guarantee that after an applicant invests significant costs and time in the HCP process, commits to restrictions on their property, and commits to mitigation, the Federal agency will not require additional commitments even if the species is not recovering.

(continued on page 8)

Section/Committee Announcements...

Young Lawyer Section

The Young Lawyer Section holds regular Monthly Meetings the first Tuesday of every month.

Please contact Megan Rue at megan@morganhill-law.com

Please visit the YL webpage at <http://thurstoncountybar.com/sections/young-lawyer-section/>

Family Law Section

The Family Law Section meets at 12:10 on the 2nd Tuesday of each month at the Family and Juvenile Justice Center.

Paul Battan is the Chair of this section.

If you have any questions please contact Paul at (360) 754-3901 or paul@paulbattan.com



ATTENTION Members:

If you have **not** provided the TCBA with an email address you may be missing out on important notifications for CLE's and social events. The Legal Brief is the only thing to be printed and mailed in an effort for the TCBA to work towards going green.

Please contact tcba.info@gmail.com if you have any questions. Also, please remember to notify us when you change your email address or change addresses. We want to make sure you do not miss anything.


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is pleased to announce that

JERRY M. GRAY

has joined the firm.

Jerry graduated from Utah State University and obtained his law degree from Gonzaga University School of Law. He has ten years of civil and criminal litigation experience.

Jerry is returning to the Olympia area to practice personal injury and criminal law.

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Habitat Conservation Plan Certainty Cast in Doubt by Recent 9th Circuit Decisions (continued from page 6)

Recent federal decisions have placed the long-term certainty – the key value of the HCP to both the applicant and the Federal agency – at risk. Development of an HCP can take years, and there is no guarantee that the HCP will be issued. Although Washington currently has 17 HCPs, stories of the HCP process gone awry include Lewis County’s unsuccessful efforts to develop an HCP and the State of Oregon’s decision to terminate its HCP for the Elliott State Forest after several years of unsuccessful effort to amend it.

Two 9th Circuit decisions issued in 2015 cast a shadow of legal uncertainty over the longevity of existing and future HCPs. In *Cottonwood Environmental Law Center v. United States Forest Service*, 789 F.3d 1075 (9th Cir. 2015), the court concluded that an agency is required to reinitiate consultation (a separate part of the ESA) whenever there is discretionary Federal regulatory authority. Although the facts in that case were unusual and egregious, resulting in a revision of the critical habitat for the lynx from 1,841 square miles to 39,000 square miles, the court’s conclusion that an agency cannot rely on its past analysis is problematic in a legal area where the science is constantly evolving but commitments are designed to last decades.

Bear Valley Mutual Water Company v. Jewell, 790 F.3d 977 (9th Cir. 2015) also casts uncertainty on the commitments in the HCP, ITP, and Implementing Agreement. There, an astounding 22 parties developed a 1.26 million acre HCP with a 75 year term covering 146 species. It was approved in 2004, and included a commitment from USFWS that lands covered by the HCP would not be designated as critical habitat. Six short years later, in 2010, USFWS designated 3,048 acres as critical habitat that were covered by the HCP. There, the 9th Circuit concluded that “To the extent [the HCP parties] believe the [HCP] creates an enforceable guarantee ... they are mistaken.” The Court goes on to conclude that No Surprises assurances were not violated because no specific mitigation or conservation measures were identified by the plaintiffs, making their concerns “speculative.” Further, the agency’s decision not to exclude the critical habitat was judicially “unreviewable”.

While Washington had no ESA decisions in 2015, an environmental advocacy group filed a 60 day notice and litigation on two of our locally listed species, the Streaked horned lark and the Oregon spotted frog, although their advocacy has so far been focused on activities in Oregon. Although HCPs are designed to bridge the interests of development and conservation, a commitment to a long-term relationship requires reliable guarantees. Whether HCPs will continue to provide value to people and species remains to be seen.

Martha Wehling is the Section Leader for the Real Estate, Land Use, and Environmental Law Section. She is an Assistant Attorney General representing the Department of Fish and Wildlife. The opinions expressed herein are her own, and do not represent the position of the AGO, WDFW, or any other state agency.

Person and take are defined in 16 U.S.C. §1532. The Section 9 “take” prohibition is found in 16 U.S.C. § 1538. The Section 10 HCP process is 16 U.S.C. § 1539.

<http://www.fws.gov/wafwo/KaufmanHCP/>; <http://www.fws.gov/wafwo/MeierHCP/>

<http://www.co.thurston.wa.us/planning/hcp/hcp-home.htm>

<http://omb.org/interim-gopher-review-litigation/>; <http://www.co.thurston.wa.us/permitting/gopher-reviews/index.html>

<http://www.fws.gov/wafwo/HCP.html>

http://www.biologicaldiversity.org/news/press_releases/2015/oregon-spotted-frog-12-18-2015.html;

http://www.biologicaldiversity.org/news/press_releases/2015/streaked-horned-lark-08-05-2015.html

ODYSSEY HAS LANDED....
As submitted by Thurston County Clerk, Linda Myhre Enlow -

Odyssey, our new statewide Case Management System, officially touched down in Thurston County on November 2, 2015. As with any project of this extreme magnitude, it took hundreds & hundreds of hours of organizational readiness at every level: planning, researching, allocating staff time and channeling technical expertise in order to accomplish our main goal – a successful Odyssey launch. Was it entirely smooth? Not really – we all have work to do as we solve outstanding issues. Will it be worth it? Absolutely! We have always had one key goal always in mind: **Odyssey will improve accessibility and efficiency for everyone.**

Many folks were involved to ensure our new Case Management System would be successful for everyone involved. Thank you to staff from the Clerk's Office, AOC, Superior Court and Tyler Technologies who were, and continue to be, on board with Odyssey. I would also like to thank the attorneys and staff for your patience as we work through this transition.

Here are some highlighted goals for 2016:

- * Display of calendars showing how many settings are available for attorneys to set hearings.
- * Scheduling of hearings in Portal for attorneys/assistants. This will allow attorneys/assistants to view available dates and schedule hearings.

Thank you to the Thurston County Bar Association for inviting me to share in your newsletter.

Happy New Year 2016!

Ethics Corner: 2015 Supreme Court Review
By: Chris Lanese

The Washington State Supreme Court is the final arbiter of all matters relating to attorney discipline—all revisions to the Rules of Professional Conduct must be approved by the Court, and only the Court may suspend or disbar an attorney. The latter responsibility results in a rich body of case law regarding attorney ethics that regularly comes from the Supreme Court. The Court decided two cases in 2015 where it ordered the suspension of an attorney. Neither case represented a significant change in the law of attorney ethics, but both provide cautionary tales about conduct attorneys should avoid engaging in should they desire to continue practicing law.

In *In re Disciplinary Proceeding Against Pfefer*, 182 Wn.2d 716, 344 P.3d 1200 (2015), the Court suspended the attorney at issue for six months. The Court's introduction to the opinion provides a concise summary of the conduct at issue:

[The attorney] delayed filing his client's suit until only a few days before the statute of limitations expired. He did not perform discovery. He did not prepare potential witnesses for testimony. He did not comply with court deadlines. He did not tell his client that her case had been dismissed because of his failure to comply with those court deadlines. He did not tell his client that opposing counsel made a settlement offer. He did not give his client notice of his withdrawal, which he made effective immediately.

In *In re Disciplinary Proceeding Against Abele*, 184 Wn.2d 1, 358 P.3d 371 (2015), the Court suspended the attorney at issue for six months. In addition to filing a demonstrably false police report where she alleged that a King County Marshal had assaulted her (a security camera captured the incident on video), the attorney engaged in the following conduct in a proceeding before Snohomish County Superior Court Judge Anita Farris:

- Throughout a 13-day proceeding involving a "three-way custody battle," the attorney was repeatedly admonished for interrupting the court and other counsel.
- "She slammed objects on the table and made loud comments when Judge Farris ruled against her."
- Near the conclusion of the proceeding, when she was unhappy with Judge Farris' statement that the proceeding would not conclude that day, the attorney "became angry and said to Judge Farris, 'You've got to leave now. We have to take a break now.'" When Judge Farris then left the bench, the attorney "made a loud screaming noise that could be heard in other rooms in the courthouse." Judge Farris later described this as "loud noises that to me sounded like an animal being killed."
- After Judge Farris attempted to put concerns about the attorney's conduct on the record, the attorney "announced, 'I'm going to jail. I'm going to jail,' placing her hands over her head, crossed at the wrists as if being handcuffed."
- As the attorney left the hearing, she referred to the judge as a curse word.

The decision to suspend in both of these cases was not surprising—doing your job and respecting judicial officers are fundamental, minimum expectations of professional conduct. But recall that we do not practice simply to avoid being disciplined—the RPCs are a floor, not an aspirational goal. Any alternative view of the RPCs is likely to lead to disservice to yourself, your clients, and the public.

Chris Lanese is a member of the WSBA Committee on Professional Ethics, and the Attorney General's Office's Ethics Committee. The opinions expressed in this article are his own. You may contact him at christopherl@atg.wa.gov with suggestions for future topics.

TCBA & Other Upcoming Events

Red Lion

The next lunchtime CLE is on Friday, January 22, 2016 at 12:00 p.m. at the Red Lion. The topic is “An Introduction to Quiet Title Actions” presented by Jason Zittel.

March 2016 Issue of the Legal Brief

There is a deadline of February 23, 2016 for submission of articles and advertisements to Heather Ligtenberg at tcba.info@gmail.com.

2016 WSBA Board of Governors lunch

Save the date for the 2015 WSBA Board of Governors lunch.... *Thursday, March 10, 2016* starting at 12:00 p.m. at the Red Lion in Olympia. The TCBA is seeking nominations for the WSBA Local Hero on page 15.

Save the Date:

The Annual Meeting and Dinner will be on Friday, May 13, 2016 at Indian Summer Golf & Country Club.

Please refer to the “News & Events” section of our website for a full list of upcoming events:

www.thurstoncountybar.com

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- Visit thurstoncountybar.com for more information on specs and to view past editions of the Legal Brief

Benefits to Establishing a Link from the TCBA Website to your own Website:

- The TCBA website is accessible through the major search engines, so potential clients looking for an attorney in Thurston County can easily find you.
- You can provide potential clients with information about you and your practice in an inexpensive, efficient and professional manner.
- The website is linked from the WSBA website so attorneys from outside of Thurston County can easily find attorneys here for various cases.
- It’s FREE, courtesy of TCBA as a benefit for being a TCBA member.

If you would like to include your weblink on the TCBA website, please let Heather Ligtenberg know at tcba.info@gmail.com



Thurston County Volunteer Legal Services
Submitted by Rachael Lundmark, Executive Director

SAVE THE DATE: TCVLS Fundraising Breakfast
Tuesday, May 3rd 7:00 a.m.!

Happy New Year!

Do you ever wonder about poverty in Thurston County? Hillary Soens, Executive Director of the YWCA, recently wrote an editorial for The Olympian that I encourage everyone to read (see Dec. 21 edition). **She explains that the “Federal Poverty Level” (FPL) is \$24,008 for a family of four.** The FPL is a national line in the sand of who is poor and how much is enough to cover costs of the basics. It is used by many programs, including TCVLS and Northwest Justice Project (NJP) to determine who gets services. TCVLS and NJP provide free legal advice and representation to individuals and families under 200% of FPL (**\$48,016 for that same family of four**). Moderate Means, a pro bono program sponsored by the WSBA, serves those with income 200 to 400% FPL.

Be mindful that the way the FPL is calculated has not changed much in the 50 years since it was developed. Surprisingly, it does not include expenses such as child care, health care and transportation. Also, it is a national amount and does not take into consideration how costs differ in various parts of the country or even in different parts of a state.

Hillary explains that there is a second measure called the Living Wage Calculator that was developed at MIT. This formula is used locally to say how much someone would have to earn to meet basic needs. The Living Wage Calculator factors in expenses for food, child care, health care, housing,

transportation, clothing, personal care items, and sales tax.

According to the Thurston County Living Wage Calculator, a family of four needs \$54,436 in net income to meet basic expenses.

This means that in a two adult family of four, both adults would need to earn at least \$14.50 an hour to meet the basics. A single parent of two would need to earn \$26.47 an hour.

Note that legal costs are not included in either the Federal Poverty Level or the Living Wage Calculator. Yet, the recent update to the Civil Legal Needs Study found that low income residents of Washington have more civil legal issues than the general population and that most do not get legal help for them. The most common issues are medical debt, other consumer debt, and employment. The study also found that race was a factor in the frequency of civil legal issues, as was prevalence of domestic violence and sexual assault.

I am surprised at the income needed to meet basic needs in Thurston County. With little if any disposable income, it’s no wonder that the most of the poor let civil legal issues go unresolved.

TCVLS advised or represented 1,100 clients in Thurston County during 2015. Discussions are already underway between the Thurston County Bar Association and TCVLS on how we can team up to meet more of the need for pro bono services in 2016.

CLE Recap: Employment Law

By: Bill Pope

To help better inform our members about the low-cost, high-quality CLEs TCBA provides to its members, we will be presenting recaps of those CLEs after they occur. Our hope is that by sharing the feedback we receive from attendees of our CLEs, our members will be better informed about the nature of our CLE offerings.

On October 23, the Thurston County Bar Association held its Employment Law CLE for a near capacity crowd at Indian Summer. An overwhelming majority of attendees rated this CLE as “Excellent,” and we were thrilled to be able to provide presentations from several leading employment attorneys from Thurston County.

Chris Lanese, a Managing Assistant Attorney General, began the CLE by presenting on “The Myth of At-Will Employment.” Chris explained the basic doctrine of at-will employment and discussed the many exceptions to this doctrine that have been created over the years. He addressed several significant developments in the law from 2015, and also provided practical tips to how employers—which included many of the attorneys in attendance that day—could best respect the rights of their employees and manage their risk in the process. Attendees indicated that Chris was “very knowledgeable and articulate” and “very dynamic and engaging.” They also praised Chris’ ability to make “this topic understandable, even with a topic I don’t know a lot about.”

Next, Stephanie Stocker, an employment attorney with the Henderson Law Group, presented on “The Maze of Medical Issues: FMLA, Accommodation and Discrimination.” Stephanie explained the many different ways employee medical issues give rise to legal rights for those employees. Stephanie discussed recent developments in case law—critical to understanding this fast-changing area of law and also provided a comprehensive handout that attendees praised as “very useful” and “very detailed, will be a good reference.” Attendees described Stephanie as “very knowledgeable and easy to understand” and praised the presentation as a “great topic” with “good case law examples.”

Last, but certainly not least, Chris Coker and Sharon English, both with Younglove & Coker, presented on “The Mysterious World of Wage and Hour Law.” Chris and Sharon walked through this detailed but important area of law that affects every employer. Attendees praised this “excellent presentation” regarding this complex and sometimes dry area of law as “easy to understand” and “enjoyable to listen to.” Attendees appreciated “Chris’ sense of humor and war stories” and that there was “good teamwork between” Chris and Sharon. They also appreciated the “comprehensive” and “detailed” written materials that were provided for this presentation.

If you have ideas regarding future CLE topics, or would like to get more involved in organizing CLEs by joining the TCBA CLE committee, please reach out to us at tcbainfo@gmail.com.

The TCBA Holiday Lunch

The TCBA's annual holiday lunch was held on December 11, 2015 at the Red Lion Hotel in Olympia. We had over 100 members attend including members of the judiciary and elected officials. We socialized, caught up with old friends and talked about holiday plans while enjoying a delicious buffet lunch. We hope all of you had a great holiday season and we are already looking forward to next year's luncheon.

Dear Thurston County Bar Association Members:

On behalf of the Thurston County Bar Association Board of Directors, I would like to thank the bar membership for their continued support of the Salvation Army Adopt a Family Program. In 2015, the TCBA sponsored 33 families (129 individuals) and provided the families with wrapped gifts that helped them have a happy holiday season. We also raised \$2,820 at the holiday luncheon that was given to our families in the form of individual Safeway gift cards.

Thank you all once again for your generosity and kindness during this holiday season!

Very truly yours,

LEONARD K. LUCENKO, JR.
Chair Adopt-A Family Program

If you are interested in contributing a column to one of our Legal Brief Newsletters, we want to hear from you!!

Funny, interesting, educational or even controversial articles written by our TCBA members are always welcome.

Please submit to
tcba.info@gmail.com

Advertising on the TCBA website

There is a dedicated Advertising page on the TCBA website,
www.thurstoncountbar.com!

Legal job opportunities & volunteer announcements are **FREE!!**

Any other advertising will be posted at a cost of \$25 for 1 month & up to 175 words

If you are interested or have questions, please contact Heather at
tcba.info@gmail.com

Thurston County Bar Association
2016 Membership Registration

NAME** _____ WSBA#** _____

FIRM NAME** _____

MAILING ADDRESS** _____
(Address)

(City) _____ (State) _____ (Zip) _____

OFFICE PHONE** _____ YEAR OF ADMISSION* _____
(must be completed to qualify for dues discount)

EMAIL** _____

PLEASE MARK 3 AREAS OF PRACTICE:

- Administrative
Adoption
ADR/Mediation
Appellate Practice
Bankruptcy
Business/Commercial Trans.
Civil Litigation
Civil Rights
Collections
Construction Law
Criminal Law
Dependency
Education
Elder/Long Term Care
Employment/Labor
Environmental
Family Law
Government
Guardianship
Health Care
Immigration
Insurance
Intellectual Property
Juvenile
Land Use/Real Estate
Landlord/Tenant
Municipal
Native American
Partnerships
Personal Injury Defense
Personal Injury Plaintiff
Professional Malpractice
Real Property
Securities
Social Security
Tax
Wills/Estates/Probate
Workers' Comp

SECTIONS AND COMMITTEES

Please indicate which section(s) and committee(s) in which you have interest. Our new database has better ability to track these choices and we will be using these categories to send specific section information to you and to seek volunteer participation in the future.

SECTIONS

- Criminal Law Section
Family Law Section
Land Use Section
Solo Practitioners Section
Young Lawyers Section

COMMITTEES

- Bench/Bar
CLE

Return form and payment to: TCBA, PO Box 1653, Olympia, WA 98507

If no payment due, you may alternatively e-mail form to: tcba.info@gmail.com

Office use only:
Check no. _____ Initials: _____
Date paid _____ List: _____
Amount pd _____ Website: _____

TCBA does NOT have permission to share the information marked with an ** (You must mark here if you do NOT want to be listed on the TCBA website)

I would be willing to be listed on the TCBA website as being available for Pro Bono representation.

I would like to be added to (or remain on) TCBA's e-mail list (to receive reminders of upcoming events, committee & section information & announcements)

I would like a link from the TCBA website to my own personal website: (NO FEE for weblink)

Website address to link: _____
(address must be provided to receive free link)

PAYMENT INFORMATION

2016 Annual dues (Jan-Dec) \$50 _____
*Young Lawyer Annual dues \$25 _____

TOTAL ENCLOSED: _____

*The membership fee for lawyers admitted to any state bar association 5years or less or who are 36 years old or younger, whichever is later, is \$25
**This information may be shared if you mark the box above. Information may be shared with other attorneys and/or law firms, included on our website at www.thurstoncountybar.com or shared with members of the public upon request.