

Snobomish County Bar

MEMBERS NEWSLETTER

JUNE 2021

Russ Shulman is this month's featured guest writer and the CEO at Sound Bookkeepers

Profitability in Practice

I frequently interact with attorney business owners around finance because I'm a bookkeeper. Regardless of the type of law you practice, there's one thing you need to know for sure in order to maximize growth, and that is which piece of your business you should focus on growing. Presumably you should grow the piece that makes the largest profits, takes the least labor, and is the most scalable. I notice many don't have the information at their fingertips to determine "which part of my practice is that?"

Stephen Covey said you have to begin with the end in mind. How can you improve your cost of acquiring a new client? What ancillary services can you offer to keep revenue coming from clients whose cases are closed? How can you improve efficiency while also increasing effectiveness? What new procedures can you put in place or what software can you start using to do a better job with less effort? What information do you the report to tell you? Once you know this, you have to design the bookkeeping around that so it's available to you.

These questions require calculations I encourage clients to look at long before we create a profit and loss statement. For the first several years when I started Sound Bookkeepers, I was working 80- 100 hours/week creating flowcharts so I knew exactly what to do in every situation we might encounter and could see our entire company's operations through intuitive reporting. These days, we're able to do precise work, faster and at a lower cost than our competitors, which translates not only to more happy customers and less stress for our staff, but also to an ability to scale and

continued on page 2

Volume 49, June 2021



Inside this issue

Courthouse construction - will it ever be done?	4
Calendar: young lawyers event and CLE	2
Lawyer's Road Review by Pete Patterson	3
"People Are Nuts" by Marya Noyes	6
WSBA survey on COVID's impact on members	12
Top Lawyer Referral Service Ranking for May	XX

SCBA TRUSTEES

Danielle Pratt Newsletter Editor
Kristine Scott Executive Director

Snohomish County Bar Assoc. Board

Todd Hubbard President
Aimee Trua Vice President
Kari Petrasek Treasurer
Danielle Pratt Secretary
Colin McMahon Young Lawyers
Amanda Effertz
John Follis
Jacob Gent
Ian Johnson
Cory Rein
Stephen Ritchie
Aaron Shields

About Bar News

All editorial material including editorial comment appearing herein represents the views of the respective authors and does not necessarily carry the endorsement of the Association or the Board of Trustees. Likewise, the publication of any advertisement is not to be construed as an endorsement of the product or service offered unless it is specifically stated in the ad that there is such approval or endorsement.

Bar News is published monthly by Snohomish County Bar Association, P.O. Box 5429, Everett, WA 98206.

Ads, articles, announcements and changes of address go to executivedirector@snobar.org. All submissions are due by the 15th

“Profitability” continued from front page

flex without going into debt. True success in business is not easy, but if you are willing to put in the time and you focus on the “right” things, it’s absolutely attainable. If you don’t have the time, or are not interested in doing this yourself, then make sure someone else is doing it, because your business has important things to say, and it speaks in numbers.

Special Offer from Sound Bookkeeping:
SCBA members qualify for a free consultation. More information: 206-794-3864

BAR CALENDAR

SCBA BOARD MEETINGS, 5PM
6/24 7/15 9/16 10/21 11/18

WASHINGTON WOMEN LAWYERS
6/10 Noon Quarterly meeting- details on pg 11

CONTINUED LEGAL EDUCATION
6/20 Best Practices in E-Filing and Minor Guardianships. Join Commissioner Brudvik and a representative from the S C Courthouse Clerk’s Office. Time tbd, more details via executivedirector@snobar.org

YOUNG LAWYERS MEET & GREET
6/20 5PM At Large Brewing Co. 2730 W Marine View Drive. First beer paid (young attorneys only!) For details, email Young Lawyers president Colin McMahon at cmcmahon@snocopda.org

GOLF TOURNAMENT
8/27 1PM at Harbour Pointe Golf Club, 11817 Harbour Pointe Boulevard, Mulkitoe. Raise funds for a local charity and re-aqaint yourself with your bar colleagues, details and sign up instructions in next newsletter

RAIFORD LAW PLLC

We welcome your divorce &
family law referrals

Awarded 10 Best Female Attorney Client Satisfaction Award

(American Institute of Family Law Attorneys)

3306 Wetmore Avenue, Everett 98201

1001 4th Ave , Ste 3200 , Seattle 98154

425-320-4207

michelle@raifordlaw.net

Lawyers Road Review

by Pete Patterson

The South China Sea

The Law of the Sea is not romantic work of poets. Instead, it is a product of lawyers.

Adopted in 1982, the UN Convention on the Law of the Sea, or UNCLOS, is meant to address all the conflicting claims around the world where there are littoral regions of coastal countries which had invariably want to extend these boundaries by drawing the line further and further out to sea to so as to declare a greater territory and exclusive economic zones.

Subsequent to signing on to the agreement the Peoples Republic of China has decided it didn't get enough in 1982. They have adopted their own line in a sort of adverse possession claim. This line is a vast U shape, often referred to as the "Nine Dash Line" to declare virtually all of the South China Sea belongs to them.

After all, it has their name on it; South CHINA Sea. It's



ROCKS & OTHER HARD TOPICS

simple, right?

And this is where the lawyers come in. As we know title is not always controlling and the UN Law of the Sea essentially guts this argument. Here are some of the basic definitions:

Everyone with a coast can call the first 12 nautical miles from that baseline their territory. Also each of these states can claim 200 nautical miles offshore as an exclusive economic zone.

Offshore of these coastal states are features imaginatively called "islands" defined as those lands that can sustain human life. This counts as territory and enhance the coast countries claim, granting each a 12 mile territory and a 200 nautical mile exclusive economic zone to each island.

But then there are those bits of land, rocks mostly, which stand above high tide but cannot sustain human life. These grant the owner the 12 mile territorial rights, but no economic zone.

continued on page 5

LEADERSHIP IN FAMILY LAW

Six McKinley Irvin attorneys are distinguished as Fellows of the American Academy of Matrimonial Lawyers (AAML).

Recognized as leaders in their field, our team is continuously committed to the AAML's purpose to "provide leadership that promotes the highest degree of professionalism and excellence in the practice of family law."



McKINLEY IRVIN
FAMILY LAW

WE PROTECT WHAT OUR CLIENTS VALUE MOST.

THE END IS IN SIGHT

by Kristine Scott

Over 5 years ago, the county hired Hoffman Construction to renovate half of the 1960 era courthouse (a 132,000 SF tribute to everything we don't use as building materials today) and add a new 30,000 SF, five-story wing. Those who have lived through the endlessness of this project compare it to the pandemic- no end in sight. Why was this so darn drawn out?

1. Improved standards of use: the new design allows "discrete levels of circulation" meaning the public, judicial staff, and inmates don't always mix. It also meets the higher standards set by the Americans with Disabilities Act
2. Expanded operations: the new facility's main floor will be set up to have more customer service and clerk desks. New courtrooms are the biggest driver for the new building (20 new courtrooms)
3. The old courthouse did not meet earthquake and materials standards. It received a structural seismic upgrade, and needed the removal and



abatement of asbestos, lead, and PCBs. Doing this while the building was in use during the day added a level of complexity to this project.

According to one of our judges, they have meetings where they are briefed on the progress of this project. It is expected to be done in early July. The rotation of judges, however, to different courtrooms, will likely continue for a bit as furnishings and facilities catch up to the new space coming on-line.

WILLIAM R. SULLIVAN MEDIATION - 40/40

40 Years of Experience

40 Hours of Intensive Mediation Training by the AAML

Bill is an attorney at Mill Creek Law; has over 40 years of experience as a trial lawyer; is a Fellow of the American Academy of Matrimonial Lawyers; has completed 40 hours of intensive training in mediation through the Academy; and has been successfully mediating Family Law, Civil, Commercial and Estate cases for over 25 years.



MILL CREEK LAW
EXPERIENCE • COMMITMENT • SOLUTIONS



For scheduling, email Helga Watson at helgaw@millcreeklaw.com or call our firm at the number below. An informational letter with a resume is available upon request.

4220 132nd Street SE, Suite 201
Mill Creek, WA 98012

Phone: 425.332.2000 | Fax: 425.225.6810
www.millcreeklaw.com

"Rocks" continued from page 3

But then there are those bits of land, rocks mostly, which stand above high tide but cannot sustain human life. These grant the owner the 12 mile territorial rights, but no economic zone.

Then we see the low tide elevations, rocks or shoals which rise above the seas and oceans only at low tide. These are meaningless says the treaty. So are rocks and shoals which never see the sun at all.

If you look at a map of the South China Sea you can see it is a crowded neighborhood. Claims from Vietnam, Malaysia the Philippines and each of the China's overlap. The Peoples Republic has made an effort to generate what we would call an adverse possession claim with the Nine Dash Line, operating there openly and notoriously, actually and under a claim of right, and routinely declare it is exclusive to them and uninterrupted.

To challenge the exclusive and uninterrupted elements of the claim, our warships and those of our allies regularly sail in these waters. The US Navy calls them "Freedom of Navigation" exercises. The Peoples Republic call them a lot of things, but most recently "vile."

Why do all of this?

While there are some mineral rights at stake there, and the local countries dispute fishing rights constantly in the region, the world itself is concerned in so far as so much of the commercial shipping this globalized economy depends on transits these waters. If we allow the claim to exist unchallenged, we invite a day when the Peoples Republic shuts us and everyone out. Most recently they have developed the armaments to challenge trespassers.

The lawyers of course want to get this thing into court to resolve the matter.

In 2013 the Philippines filed for declaratory relief in the Permanent Court of Arbitration in the Hague on the topic of who owned what of the Scarborough Shoal, just off their coast and well over the 200 nautical miles from the Peoples Republic of China, the respondent. The Subi Reef for example, part of the Scarborough Shoal is about 650 NM miles from mainland China.

The Peoples Republic had been arguing prior to this that there was some ancestral rights generated by their fishermen who sailed to these grounds. The trouble with this

continued on page 7

Direct your clients to fulfill this requirement* while showing that you care.

- Realtime - OnLine - Interactive
- Online registration and payment, (only \$ 50)
- Sliding Scale for low income participants
- One 4-hours session
- Spanish seminar every month.

Every Saturday and some Wednesdays
(1 pm to 5 pm on 1st and 3rd Saturdays)
(3:30 pm to 7:30 pm on 2nd and 4th Wednesdays)
(9 am to 1 pm on 2nd, 4th and 5th Saturdays)

Bilingual CUSTOMER SERVICE:

Text / Voice: (360) 399-6429

admin@SuccessfulCo-Parenting.com

www.SuccessfulCo-Parenting.com



Snohomish Superior Court
approved **OnLine**
Parenting Seminar

Also approved by
Skagit and Island Superior Courts

Snohomish Superior Court Local Rule V.94.04.B

THE JUSTICE GAP IS IRRATIONAL

(a.k.a. People. Are. Nuts.)

Marya C. Noyes, 123LLLT, MBA.

Greeting's readers. Last month, I once again took you through a historical review of one of the concepts proposed by one of society's most influential thinkers, Alexis De Toqueville from his 19th century work, Democracy in America. Specifically, we reviewed the notion of Enlightened Self Interest or "Self-Interest Rightly Understood." In case you have forgotten, self-interest rightly understood refers to small consistent acts of individuals that help advance all of society. Although on the surface these actions may appear as minor sacrifices to the individual, the actions lead to the improvement of the life of the actor themselves.

I ended the article with a warning stated by De Toqueville, himself. He stated he did not think that the concept of self-interest rightly understood was in all parts self-evident but contained a great number of truths so evident that if men were educated, they could not help but understand them. He then urged society to educate itself because the age of implicit self-sacrifice and instinctive virtue was already flitting away.

As a nod to De Toqueville's warning, consider this article one of my attempts to educate the reader on the benefits to society of closing the justice gap and providing legal services to those not able to afford them. Now, I have already alluded to these benefits in previous articles I have written on the justice gap. What you may not know is that many studies have been completed on this very subject. Please note, these studies are not just reviewing the feelings of wholeness and self-satisfaction participants feel as a result of providing time and service to those in need. While important, intangible benefits like feelings are hard to quantify. These studies to which I refer consist of actual quantitative data and analysis of the costs and possible benefit of legal aid completed by various authorities in the United States and all over the world.

For example, in 2019 the World Bank published, A Tool for Justice: The Cost Benefit Analysis of Legal Aid. This report surveyed over 50 cost benefit studies of legal aid programs all over the world. Among other things, it was found that the entire world faces a widespread justice gap. In fact, it is estimated that over 5.1 billion people, or two thirds of the world's population lack meaningful access to justice. Where it exists, the justice gap un-

continued on page 8

Office Suites Available: 1812 Hewitt Ave

Convenient downtown Everett location in professional historic building. Close to event center and courthouse.

Conference rooms available, full kitchen, secure building. Lease includes most utilities and common area janitorial services. Parking available.

Contact Russell Hermes
425-339-0990



Helping Attorneys Simplify Banking

- Community Business Checking
- IOLTA Accounts
- Competitive Merchant Service Rates
- Coastal Remote Capture*
- Local Bankers who make your banking easy and efficient



www.coastalbank.com

Kaye Phinney
425-257-1655 • kaye@coastalbank.com

Coastal Remote Capture Requires Credit Approval

"Rocks" continued from page 5

argument is twofold: first it ignored the ancestral fishermen and other seafarers from all these other countries who similarly sailed there, notably the neighbors like the Vietnamese, but also the Spanish, Dutch, French and British, not to mention the United States, and secondly the UNCLOS does not recognize this notion of ancestral claim anywhere in the statute.

Seeing they were going to lose, I presume, the Peoples Republic decided to not participate in the hearing at the Hauge.

The Court ruled in 2016 for the Philippines. I would not call this a default order. The Peoples Republic got spanked.

Starting with a recitation the statute specifically contemplates non-participation and the court retains jurisdiction in any case, the ruling plows through the ancestral claims and invalidates this Nine Dash Line claim altogether; a broad ruling not limited to the Scarborough Shoal. I love this part of the Hauge press release concerning the order:

Historic Rights and the 'Nine-Dash Line': The Tribunal **continued on page 9**



CHARLES S. BURDELL JR.
Former King County Superior Court Judge

PARIS K. KALLAS
Former King County Superior Court Judge

GEORGE FINKLE
Former King County Superior Court Judge

LARRY A. JORDAN
Former King County Superior Court Judge

STEVE SCOTT
Former King County Superior Court Judge

LINDA LAU
Former Appellate and Superior Court Judge

BRUCE HELLER
Former King County Superior Court Judge

JOHN ERLICK
Former King County Superior Court Judge

PALMER ROBINSON
Former King County Superior Court Judge

EXPERIENCE
TENACITY
JUDGMENT

DISPUTE
RESOLVED

ADR Solutions

- All panelists are former Washington State Superior Court judges
- Mediation, arbitration, hearing officer, special master and litigation consultation
- Talented and responsive staff
- Comfortable mediation conference rooms
- Arbitration courtroom with audio/visual technology and party breakout rooms



Joshua Green Building · 1425 Fourth Avenue · Suite 300
Seattle, WA 98101 · 206.223.1669 · jdrllc.com

“Nuts” continued from page 6

dermines human development, reinforces the poverty trap, and imposes high societal costs.

Regarding rate of return on legal aid, it was found that failing to address the justice gap creates a false economy, as the cost of unresolved problems shift to other areas of government spending such as health care, housing, child protection and incarceration. (In economics, we refer to this arrangement as a producer outsourcing the externalities of the cost of production.) One study in Canada estimated that unequal access to justice cost society 2.35 times more in other services than the estimated amount of direct spending on legal aid. Additionally, studies in Tennessee and Illinois have shown that society avoids between \$10,620 and \$16,599 in costs for each avoided domestic violence incident.

Studies in Texas have shown that for every dollar spent on legal aid services, the state economy gained \$7.48 in overall spending. In Scotland, every £1 spent on legal aid in housing cases produced a return of around £11. Criminal or family law cases produced a £5 return.

As previously stated, there are legions of studies which present similar findings. Therefore, I remain confounded by our continual failure to rectify this issue in the face of numerous studies which provide adequate data

about the benefits of providing a resolution to the justice gap. Frankly, this failure to do what is in the best interest of society makes no sense. As an economist, this failure by people to act in a rational fashion is particularly disturbing.

After all, the very first assumption made when drafting any economic model is in absence of other factors, humans will act rationally. Rationality in this situation is defined as people doing what is economically in their best interest. When I say disturbing, I mean it. The most fundamental concepts in economics are founded on human rationality.

Now, if you are a litigator, the fact that people fail to act rationally is likely not a surprise to you. In fact, if people were rational most of us that work in family law would probably have to switch to a different field. The very fact that we must help a potential client reason through why it may not be reasonable to spend \$2,500 in legal expenses to recoup \$250 in unpaid childcare expenses, should really provide all the instruction necessary on the subject.

In previous articles, I have suggested this failure to act rationally may be a quirk of human psychology. Possibly the result of false consensus bias, the bystander effect, or an economic concept called diminishing marginal utility. At present, I am particularly excited because in my

continued on page 11



www.apexlgl.com

(855) 356-0875

eric@apexlgl.com

We are operational and ready to serve in these new and unprecedented times, practicing social distancing, while going above and beyond CDC Recommended Guidelines.

Providing SERVICE OF PROCESS throughout the State of Washington and beyond.

- Comprehensive CFPB formatted COMPLIANCE PROGRAM
- Hands on ownership with over 32 YEARS OF EXPERIENCE
- STATE AND NATIONWIDE Network of Process Servers
- Mobile application linked to a stout AMS for real-time ACCOUNTABILITY AND TRANSPARENCY
- ONLINE order acceptance at https://servemanager.formstack.com/forms/apex_process_order



"Rocks" continued from page 7

found that it has jurisdiction to consider the Parties' dispute concerning historic rights and the source of maritime entitlements in the South China Sea. On the merits, the Tribunal concluded that the Convention comprehensively allocates rights to maritime areas and that protections for pre-existing rights to resources were considered, but not adopted in the Convention. Accordingly, the Tribunal concluded that, to the extent China had historic rights to resources in the waters of the South China Sea, such rights were extinguished to the extent they were incompatible with the exclusive economic zones provided for in the Convention. The Tribunal also noted that, although Chinese navigators and fishermen, as well as those of other States, had historically made use of the islands in the South China Sea, there was no evidence that China had historically exercised exclusive control over the waters or their resources. The Tribunal concluded that there was no legal basis for China to claim historic rights to resources within the sea areas falling within the 'nine-dash line'.

The deal was made in 1982. The Peoples Republic claim is merged in the settlement. Get over it.

The Peoples Republic ignored the order but somewhat maddeningly they continue to claim they are right. They also attack the problem by aggressive use of the statute itself.

To do so they have decided to employ the rights which accompany the term "island" in the UNCLOS by taking a rock or a shoal and adding land to it, "island building" in effect. They began with the Subi Reef then moved on to the providentially named Mischief Reef, followed by the Johnson Reef, the Hughes Reef, the Gavin Reef, Fiery Cross Reef etc. All of these appear to be created to support military craft of one sort or another and have become more or less operational; unsinkable aircraft carriers.

The Peoples Republic now claim island status and all that extra territory and economic zones under the UNCLOS; a 12 NM territorial waters and a 200 NM EEZ stretching out throughout the Nine Dash Line. Problem solved.

Not so fast. The Convention thought this might be tried and expressly granted artificial islands no rights at all. UNCLOS Article 30 (8) 8 Artificial islands, installations and structures do not possess the status of islands. They have no territorial sea of their own, and their presence does not affect the delimitation of the territorial sea, the exclusive economic zone or the continental shelf.

The Peoples Republic ignores this. We, and the rest of the **continued on page 11**

Kent Millikan, *of counsel*
Brian Dale, *of counsel*
Stephanie Peterson
Joel Nichols



DENO MILLIKAN LAW FIRM PLLC

Experience. Integrity. Results.

James Pautler
Jennifer Gogert
Patrick Songy
Erika Rechley



Personal Injury | Family Law | Employment | Mediation & Arbitration
Probate | Real Estate | Business & Corporation

denomillikan.com | 425.259.2222



Cunnane Law

Dedicated to protecting your legal rights.

CLIENT DISABLED FROM WORK?

We help clients with Long Term Disability claims
– (ERISA and Non ERISA). Get on claim!



Joseph Cunnane

Personal Injury & Disability Attorney

☎ 425.672.7100 ✉ joe@cunnanelaw.com
100 2nd Ave S., Suite #210 | Edmonds, WA 98020

www.cunnanelaw.com

Joe Cunnane and John Boone

RICO TESSANDORE

**FORMER INSURANCE DEFENSE ATTORNEY
WELCOMES YOUR REFERRALS**

**PERSONAL INJURY LITIGATION
SETTLEMENT GUARDIAN AD LITEM**

*SERVING WHATCOM, SKAGIT, SNOHOMISH, ISLAND COUNTIES
Licensed in Tulalip Tribal Court*



legal@ricotessandore.com

2707 Colby Avenue, Suite 901, Everett, WA 98201
19000 33rd Avenue West, Suite 100, Lynnwood, WA 98036
1200 Old Fairhaven Parkway, Suite 203, Bellingham, WA 98225

“Nuts” continued from page 8

research on the subject I ran across the book, Quasi Rational Economics, by economist, Richard H. Thaler. Considered an authority on the subject, in 2017 Mr. Thaler was awarded the Nobel Prize in Economic Sciences for his contributions to the field of behavioral economics.

In his work, Mr. Thaler determined that in some well-defined situations people make decisions that are systematically and substantively different than what would be predicted by the standard economic model. In fact, this quasi-rational behavior can be observed and possibly predicted. Frankly, as mundane as the potential of reading a book on economics might be, I really do suggest you pick up a copy. It really is terrific. Conversely, if the thought of watching paint dry is more exciting than the prospect of reading this book, fear not. I intend to go through some of the major concepts presented by Mr. Thaler in the coming months in my efforts to explain the existence of the justice gap. Stay tuned. Additional answers may be forthcoming.

“Rocks” continued from page 9

world do not recognize these artificial islands under international law and sail past these structures closer than 12 NM with warships. This draws all kinds of diplomatic protests from the Peoples Republic and plenty of saber rattling.

If you are thinking something has to give in this situation you are right. We already have the order. What contempt proceedings are available? War?

For this lawyer, I have to ask the question whether an international law of the sea really works at all. Is it to be called “law” if there is not a predictable result when breached? Or is it just wishes for the fishes?

The Snohomish County Chapter of WWL will be having our next

Quarterly Membership Meeting
on June 10, 2021 from 12:00 p.m. to 1:00 p.m.

All members and interested members are invited to come and enjoy lunch while hearing about what SnoCo WWL has planned.

Please join us using the following zoom link:

<https://us02web.zoom.us/j/89772376743?pwd=VHc3enlhWjM3S1AxTTBsWnliNUINQT09>

Meeting ID: 897 7237 6743
Passcode: 467100

The Snohomish County WWL Board is looking for new Board members. If you are a current WWL member and are interested in serving on the Board, please contact Flora Diaz at: fediaz@gmail.com.

We are also creating a Snohomish County Chapter Judicial Evaluation Committee. Current WWL members who are interested in serving on our Chapter's JEC should contact Cassidy Stevenson at: cassidy@sullivanpllc.com

2.0 Initial Findings

An analysis of the main questions of the survey are below (please note rounding errors may create totals of more or less than 100% in this summary).

2.1 Effect on Business Volume

Approximately 45% of respondents have seen a decrease in their business volume, while almost an equal number have seen business stay the same (22%) or increase (23%). Approximately 11% said the question did not apply to their situation.

2.2 Effect on Income

Approximately 48% of respondents have seen a decrease in income, 41% have seen income remain the same, and 12% have seen an increase in income.

2.3 Ease of Getting Information About Courts

Generally, 36% of respondents are finding it easy to find information about the hearings, trials, or court operations where they regularly practice, while 31% have found it difficult.

2.4 Considering Professional Changes

Generally, the largest number of respondents are not planning to change their practice because of the pandemic (44%), while 16% of respondents are planning to leave the profession and 15% are planning to reduce workload or number of clients.

2.5 Changes Caused by Pandemic That Should Continue (Post-pandemic)

Online CLEs were popular (76% of respondents want to see them continue post pandemic), while 73% want to continue to work from home. Using electronic signatures on documents, was equally popular (71%).

2.6 Most Frequently Used Remote or Online Communication Solutions

Telephone was the most popular remote or online communication solution, followed by Zoom, although many respondents suggested a solution not included in the pre-populated answers.

2.7 Preferred Remote or Online Communication Solutions

Most respondents preferred remote or online communication solution was Zoom (47%), telephone (27%), and Teams (9%).

2.8 Ways WSBA Could Support Members During Pandemic

Strong responses for WSBA support include job search support, mental health and well-being resources, and best practices for working with clients in a pandemic. All pre-populated answers were selected among all of the respondents, as this was a ranking question.

THIRD STREET MEDIATION

WAYNE P. PELLEGRINI

Family Law Mediation

605 State Ave.

Marysville, WA 98270

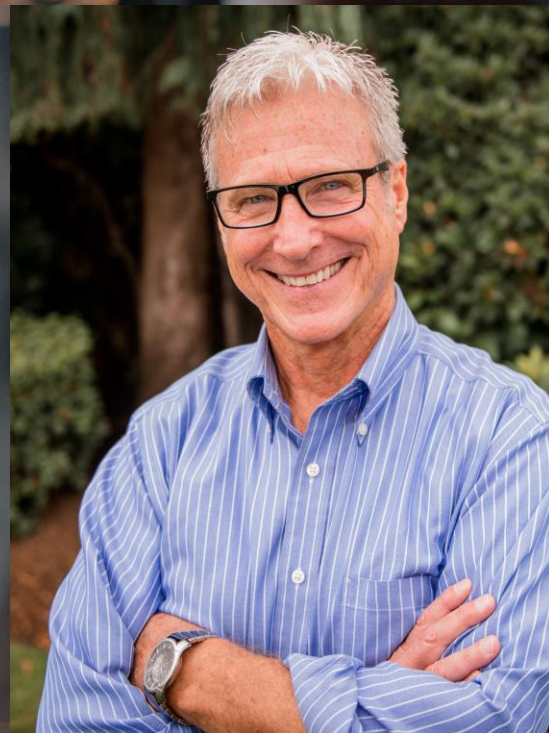
(360) 386-2047

www.thirdstreetmediation.com

Experienced

Knowledgable

Dedicated



2.9 Highest Impact Factors on Ability to Provide Legal Services

The survey results show respondents are feeling isolated staying and working from home and are concerned about the lack of good and secure technology to support working from home, and having a private workspace to work remotely.

2.10 Biggest Challenges Faced During Pandemic

This was an open-ended question and the following is a general analysis of the comments by respondents:

- 37% identified challenges related to their practice including: decreases in business and income, appearing at in-person meetings, technology issues, and decreased productivity.
- 10% identified lack of social and professional networking and isolation as a challenge.
- 9% identified challenges associated with working from home such as less collaboration with colleagues, inadequate workspace and lack of work life balance.
- 8% responded that health issues related to burnout, isolation and stress/anxiety were challenges.
- 7% identified challenges with issues related to family, such as homeschooling and childcare.

2.11 Biggest Advantage Because of Pandemic Changes

This was an open-ended question and the following is a general analysis of the comments by respondents:

- 38% identified the ability to work remotely from home as an advantage.
- 24% responded that virtual meetings, hearing and CLEs were an advantage.
- 17% identified advantages to their practice which included increased productivity, flexible schedule and ability to implement new technology.
- 3% noted an increase in court efficiency.
- 2.5% noted an increase in business.

3.0 How Task Forces Are Using the Recommendations

Both the ICRT and ECRTS are continuing to review the data, but continuing the actions already taken, such as continuing to provide CLEs, in particular CLEs that guide operating during a pandemic will be appreciated and valued by the membership. In addition, it may be necessary to think about how to keep members connected with each other and the courts as the pandemic continues, and address mental health and well-being of the members and their families.

WE DON'T JUST SERVE THE WASHINGTON LAW COMMUNITY. WE'RE PART OF IT.

Our expert lenders are here to help.

From being active members of many Washington law associations to serving hundreds of firms, as well as the Legal Foundation of Washington, we're committed to supporting the law community and helping your firm succeed. Our bankers understand the needs of attorneys and firms, because they've spent time getting to know them. See how good your relationship with a bank can be. Visit ColumbiaBank.com or call Vlad Grigoryev at 206-359-0797.



Member FDIC Equal Housing Lender

BERESFORD ♦ BOOTH PLLC LAWYERS

Since 1946

Beresford Booth has proudly served clients throughout Snohomish County and the Pacific Northwest from our offices in Edmonds. With 17 lawyers and growing, we offer a full range of services to clients including startups, large corporations, families and individuals. Our practical, creative and timely solutions help clients address their most important legal needs and solve their most complex challenges.



BERESFORDLAW.COM



(425) 776-4100



Bring a Seasoned Mediator to the Table

Kenneth E. Brewe

Facilitating settlements in family law matters from Mt. Vernon to Seattle... and everywhere in between.

206.971.5555 **Seattle**
425.252.5167 **Everett**
360.419.9191 **Mount Vernon**

BREWE LAYMAN P.S.

Attorneys at Law | Family Law

brewelaw.com



Visit brewelaw.com/mediation
or contact us for a brochure



WORKERS' COMPENSATION

We welcome your referrals on workers' compensation claims

Dimmock Law Group, LLC

Our firm is well-staffed to represent injured workers. We have extensive experience handling claims with the Department of Labor and Industries, self-insured employers, and litigating before the Board of Industrial Insurance Appeals and Superior Court.

Andrew S. Dimmock
2012 34th Street Everett, WA 98201

425-339-1323



GREGORY L. DAVIES

ATTORNEY, PLLC

Arbitration & Mediation

3721 Colby, Everett, WA 98201

- 44 years of legal experience
- Arbitrator and mediator in family, civil, and personal injury matters
- Past Pro-Tem Commissioner and Pro-Tem Superior Court Judge
- Serves Snohomish, King, and Skagit Counties

425-259-2755

425-252-0588

www.gregorydavieslaw.com

Info: mary.l@gregorydavieslaw.com

— PACIFIC — MEDIATION

**James D. Shipman is now
conducting his mediation practice as
Pacific Mediation, P.S.**

- + Twelve years of mediation experience
- + Conducted over 1500 mediations in all aspects of family law
- + Thousands of decisions made as a pro tem commissioner or arbitrator on family law cases
- + Available for mediations in Snohomish, King, Skagit or Island Counties
- + A Fellow of the American Academy of Matrimonial Attorneys

james@pac-mediation.com | www.pac-mediation.com





DENO MILLIKAN LAW FIRM PLLC

Experience. Integrity. Results.

NOW OFFERING MEDIATION SERVICES

Jennifer Gogert is available to mediate or arbitrate your family law and probate matters. With 19 years of trial experience in the areas of family law, personal injury, and probate litigation, she brings a helpful perspective to clients. Comfortable using a facilitative or evaluative style, her emphasis on forward thinking and understanding your client's goals puts litigants at ease and helps them see the value in durable, client-led resolutions.

To schedule, please call Johan at 425.259.2222.

Judge Michael T. Downes (Ret.)

is pleased to announce his availability fo Arbitration & Mediation

Carson Law Group, PLLC
3113 Rockefeller Ave Everett, WA 98201
www.carsonlawgroup.com



Please contact Chloe Horner for scheduling with Judge Downes
chloe@carsonlawgroup.com

Kristin L. Timm

Welcomes referrals for juvenile cases

Felonies, Misdemeanors, and Sex Offenses,
Sealing Juvenile Records, Reinstating Drivers'
Licenses, Quashing Sex Offender
Registration

Law Office of
Brice & Timm, LLP
1223 Broadway
Everett, WA 98201
425-252-0797



Twenty-two years of Juvenile Court experience
Brice_timm@frontier.com

Edmonds law office offering a room in its suite at the Banner Bank building, located at 7009 212th St. SW. Includes front desk service to answer phones & greet clients.

Rent is \$1,500.00 per month and includes access to a conference room for private meetings, shared kitchen/breakroom, janitorial services. Copy/scan/fax machine for extra charge.

Desirable location with easy access to both Snohomish & King County Courts.
(425) 776-5547 or email
info@johansonlaw.com

JUDGE RONALD L. CASTLEBERRY (Ret.)

is pleased to announce his availability for
Arbitrations and Mediations

Please contact Connie Senyitko at ADAMS & DUNCAN
to schedule hearings with Judge Castleberry.
425.339.8556 - connie.senyitko@AdamsLawyers.com

ADAMS & DUNCAN, INC., P.S.
3128 COLBY AVENUE
EVERETT, WASHINGTON 98201
(425) 339-8556



AN OUNCE OF PRENUP TIAL PREVENTION

Ken Brewe reviews and prepares marital agreements and has served as an expert witness involving prenuptial agreements in litigation. He speaks regularly on the subject and authored the *Washington Practice* chapter on prenuptials. We can help you draft, review or critique your prenuptial or postnuptial agreements.



Seattle
Everett
Mount Vernon 425.252.5167

BREWE LAYMAN P.S.
Attorneys at Law | Family Law
brewelaw.com

Snohomish County Bar Association
PO Box 5429
Everett, WA 98206

Inside your Bar News:

- Courthouse Construction Update
- Young Lawyer’s Brewery Event
- How Has COVID impacted WSBA members?