

# Snohomish County Bar

## The Great Resignation & Associate Shortage: Cause & Effect

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America is experiencing what has been deemed The Great Resignation. More people have quit jobs and/or declined to participate in the workforce than at any time in our history. The factors that have led to this include: working remotely, bad management, the rejection of minimum and unacceptably low wage jobs, and a massive shift in the mindset of employees.

### COVID was the impetus of The Great Resignation

Numerous studies have concluded that the COVID-19 pandemic was where The Great Resignation started. Employers who would never have considered letting their ranks work remotely, were forced to do so. In recent months, many companies and law firms have tried to force personnel back into the workplace and were faced with a surprisingly high number of employees who resigned, in response to what would previously have been an ultimatum.

Amy Sheridan, the former hiring partner at Sullivan & Worcester puts it this way: "It seems COVID has caused attorneys — really all of us — to reevaluate priorities, both in our careers and personal lives. Students and laterals are looking for firms that allow them to be authentic and have a meaningful, rich career and practice. They are looking for a professional home, not a way station. Firms that have been relying on traditional incentives – money, prestige, promises for something better down the road – are having to adapt. And not all have kept up."

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MEMBERS NEWSLETTER

FEBRUARY 2022



The Snohomish County Bar Association has awarded "Attorney of the Year" to Taila Ayay. Her nomination team pointed out her tireless advocacy in family defense cases, and innovative client-centered representation as Executive Director of the FIRST Legal Clinic. Their three-page nominating letter is paraphrased here. Members of the SCBA board agreed, based on Ms. Ayay's work. She is a great example of acting locally while thinking globally.

Taila Ayay is partner at ABC Law Group in Everett. Taila is the first woman of color to be distinguished with this honor. She has been a member of the Snohomish County Bar Association for more than a decade.

Ms. Ayay is best known for her passionate, empathetic advocacy for parents in Snohomish County family defense cases. She has established a reputation as a tireless supporter of her clients all hours of the day. Her colleagues report that she applies a personal and human touch to her work and clients. Taila truly gets to know her clients, learning about their background, trials, and tribulations to provide the most effective, holistic advocacy. Because her genuine care for her clients runs so deep, it is not unusual for her to stay in contact with clientele many years after their case has ended. Her personal touch extends not just to her clients and former clients but also to countless attorneys and new parents she has mentored. Taila has been of particular support

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# SCBA TEAM

# BAR CALENDAR

## SCBA BOARD MEETINGS, 5:15 PM

2/17                      3/17                      4/21                      5/19

2/21/22 Courthouse closed in observance of President's Day

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Ads, articles, announcements and changes of address all go to [executivedirector@snoabar.org](mailto:executivedirector@snoabar.org). Submissions are due by the 15th

## "Great Resignation" continued from front Bad Management Doesn't Work Anymore

Whereas previously, the old adage "The Customer is Always Right" was once indisputable, innovators have come to realize this is no longer true. Sir Richard Branson is famous for his quote: "Clients don't come first. Employees do. If you take care of your employees, they will take care of the clients."



Large numbers of employees have quit because of the treatment they have received from customers, management and law firm partners.

In fields such as hospitality, health care, airlines and retail, management has failed to protect their employees from "Karens & Kevins" who refused to wear masks in restaurants, stores, on planes and in ERs. Many of these people have become violent and had to be escorted out by security, arrested by police and in one case, a man was duct-taped to his seat on a plane. In that incident, management at Frontier Airlines suspended the employees until a video of the incident went viral and they were forced to reverse their position.

Poor treatment of employees by managers and partners is no longer being tolerated. This concept seems very difficult for many managers and partners to accept because they have always held the upper hand. They have usually had several horrible bosses during their career and just accepted that as

part of paying their dues.

This is especially true with Boomers who were raised by parents who grew up in or just after The Depression. The mindset created by management during that time lasted for generations. It was simple: "You should feel grateful to have a job!"

This mindset lasted for decades until a new, iconoclastic generation joined the workforce: Millennials.

Millennials are simply the modern incarnation of a group of Boomers who were once called "hippies." Like the hippies of the '60s and '70s, millennials and post-millennials are fighting for civil justice and equality, protection of the environment etc. More importantly to employers, the majority are eschewing the societal norms expected from them by their parents and employers.

After over a century of corporate dominance, the labor force has turned the tables. Whether working class, middle class or white-collar professionals, they are demanding better.

In many occupations, the demand is for better pay. For example, in every major city in the USA, \$15 an hour is barely above the poverty line, and yet employers are still seeking people to work for \$10 or even \$8 an hour. The reply from the workforce is now a simple "No thanks."

This epitomizes the new mindset which has changed from "You should be grateful to have a

**continued on page 5**

# MEMBER NOTICES

**Judge of the Year, 2021: Judge Richard Okrent** Nominated in appreciation for fair and professional service to Snohomish County. Also worth noting is that Judge Okrent serves on the board of Snohomish County Legal Services (see more about them on page 16).

**President's Award, 2021: Leslie Gilbertson** Nominated in appreciation for her countless hours serving as a CASA and Guardian Ad Litem, representing the needs of young people. See page 19

**Need hiring and attrition data for your law firm?** Associate attrition has been a primary focus of the NALP Foundation for more than a decade. Reports on findings from national surveys provide an array of best practices and reliable data that spans from 1988 to the present. Reports include key analyses on critical issues for law firm talent planning, including whether departures are to peer firms, and why attorneys leave.

Law firms interested in participating in this study should contact Jennifer Mandery at [jmandery@nalpfoundation.org](mailto:jmandery@nalpfoundation.org) immediately. By sharing your data by February 4th, you will receive a free copy of the report.



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## "Great Resignation" cont'd from page 2

job" to "You should be grateful to have a great employee like me!"

The more astute partners and managers have observed this and adapted accordingly. Randy Katz, a member of Clark Hill PLC is one of them.

"The old days of economics ruling the candidate's decision has evolved beyond that to a balance that prioritizes lifestyle, mentoring and work satisfaction, over pay alone. Many partners need to reexamine their management skills and the ways they interact with associates and professional staff.

"Money alone, will no longer be enough to retain your best people —especially if they're billing so many hours, they don't have time to spend it. They want a reasonable lifestyle, real mentoring and meaningful work."

This was confirmed by an associate who asked to be anonymous because she is currently in the process of leaving an AmLaw 50 firm where she makes over \$250,000 annually, for a mid-sized firm that will pay her under \$200,000 but has guaranteed in writing, that she will never be required to bill more than 1,800 hours. She may do so if she chooses to, or wants to help out a great boss or fellow associate who's in a pinch, but it's not required.

"I've been working 60-80 hour work weeks for almost four years now. I haven't seen friends or family, my boyfriend broke up with me and I'm burned out. When the partners aren't yelling at me, they're condescending and belittling. Sorry, but I don't want their heart attacks, divorces, alcoholism and everything else I see all around me."

While the AmLaw's and many other firms are enjoying record-setting profits, most fail to read the tea leaves and recognize the portents of the future. As the CEO of a national legal recruiting firm, I talk with partners and associates about their reasons for moving daily. Even the firms who are paying associates the new pay scale will be in for a rude awakening because I'm hearing a phrase every day, I used to seldom hear: "Once my student loans are paid off, I'm outta here."

The same holds true for law firms that characterize themselves as "Working Partner" firms. When someone with 20-plus years experience and a solid book of business is expected to bill over 1,500 hours a year, they have better, more modern options.

see "Great Resignation" on page 8



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# IS THERE A FEDERAL SOLUTION?

## JUSTICE GAP WIDENS

Marya C. Noyes 123LLL, MBA



Greeting's readers:

You likely found my last article a bit of a downer. Sorry about that. My passion for access to justice hasn't dimmed but our nation's progress in this area has. As you know, the justice gap was quite large prior to the pandemic. Unfortunately, the last two years have exacerbated a large problem into mind numbing proportions.

As you may or may not be aware, lack of access-to-justice is not a problem endemic to the United States. In fact, a 2019 report published by the Task Force on Justice estimated that over 5.1 billion people (about two-thirds of the global population) lack meaningful access-to-justice.<sup>1</sup> This staggering number of people in legal need have given rise to the development of possible solutions by many national and institutions.

In this article, I hope to present a rough overview

of a few of the recent efforts by the United States government aimed at providing meaningful access-to-justice and our foundational principle of equal justice under the law. As an economist by education, I am usually in favor of seeking a market solution to any particular social need rather than reliance upon the government. To quote Adam Smith, "It is not from the benevolence of the butcher, the brewer, or the baker, that we expect our dinner, but from their regard to their own interest. We address ourselves, not to their humanity but to their self-love, and never talk to them of our own necessities, but of their advantages."<sup>2</sup>

### Government Intervention:

In September 2021, the Biden Administration issued a report on restoring the Department of Justice's access-to-justice function and reinvigorating the White House legal aid interagency roundtable. Shortly thereafter, Attorney General, Merrick B. Garland's decided to restore the Office for Access to Justice. The Office's goal, as stated by Garland, is to "deliver outcomes that are fair and accessible to all, irrespective of wealth or status."

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The 2021 Report focused on the following three main innovation strategies designed to address the access-to-justice crisis during the pandemic: 1) leveraging Federal funding; 2) advancing evidenced-based research and technology; and 3) expanding strategic collaboration.<sup>3</sup>

Federal funds provided vitally needed resources for access-to-justice innovation during the pandemic. Various departments and agencies along with government partners created and expanded numerous programs to assist individuals facing things like eviction, foreclosure, and job loss. Examples include, \$50 million in supplemental funding to the Legal Services Corporation (LSC) for legal aid to prevent, prepare and respond to COVID-19, and the Department of Veteran’s Affairs (VA) use of funds to help fund legal services, find housing, and avoid homelessness.

During the pandemic many court systems transitioned to virtual services to allow litigants to resolve their legal problems, negotiate settlements, file documents, and conduct hearings remotely. Unfortunately, this transition revealed tremendous inequity in the variety of litigants attempting to resolve their issues. For example, many people with lower incomes or located in rural areas were not able to utilize smart phones, broadband, or use computers

before the pandemic. The shift to an almost entirely virtual system left these litigants without the vitally needed resources to participate in the resolution of their problem.

Mindful of this deficiency, the Federal government provided support for these virtual services, including: 1) developing access-to-justice recommendations for all virtual Federal agency adjudications; 2) policy changes from AmeriCorps including virtual legal support; 3) expansion of virtual platforms to the Equal Employment Opportunity Commission (EEOC) and the Department of the Interior (DOI); 4) Department of Justice (DOJ) on Violence against Women (OVW) development of virtual technical assistance about virtual services or victims of crime; and many other efforts.

The Federal government has also pioneered strategic collaboration and partnerships. These include: 1) the DOJ working with courts, legal aid providers and public defenders to monitor state court closures and help provide adequate notice to individuals with a limited capacity for English; 2) working with aid providers and public defenders to identify pandemic-related enforcement issues; 3) conducting extensive outreach to gauge the impact on the pandemic on people with disabilities; as well as several others.

“Federal” continued on page 10



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### "Great Resignation" cont'd from page 5

As John Lively, the managing partner of Practus Law puts it: "If a partner brings in seven figures and bills less than 500 hours in a year, I'm going to thank them and congratulate them on their lifestyle. We're concerned about high-quality legal product, client relations, and profitability – not who puts the pen to paper."

As the Nobel Laureate once said – The times, they are a changin'.

Original article linked here: <https://attorneyatlawmagazine.com/the-great-resignation-associate-shortage-cause-effect>

*Frederick Shelton is the CEO of Shelton & Steele (www.sheltonsteele.com), a national legal recruiting and consulting firm. Since 1993, Frederick has worked with associates, counsel, partners, groups and coordinated law firm mergers & acquisitions. He has offered to host a training for SCBA members, please follow up with Kristine if interested.*

### "Attorney of the Year," continued from page 7

for her clients of color. Taila draws from her own experiences with microaggressions, discrimination, sexism, and trauma to support and advocate for her clients. Those lucky enough to have worked directly with her know that during meetings, committees, and court she regularly gives a voice to those who cannot speak for themselves about the racial inequity that is embedded in the child welfare system.

Ms. Ayay became partner at ABC in February of 2011, her nominators there credited the growth of the firm to her management. Ten years later, Ms. Ayay took the helm of a new legal entity, this time as the executive director of the non-profit Family Interventions Response to Stop Trauma Legal Clinic. The clinic is a medical-legal partnership dedicated to preventing trauma associated with family separation. The FIRST Legal Clinic offers legal advocacy and parent ally/case management support to persons who are pregnant and parents of newborns at risk of CPS intervention. The FIRST Clinic is a preventative free legal clinic that provides legal representation and connections to community resources to prevent the need for the state to file a dependency case in court. The FIRST Clinic enjoys a historical partnership with DCYF (the very

"Attorney of the Year," continued on page 13

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"Federal," continued from page 7

Regardless of recent efforts undertaken by the government, the massive proportion of the problem dictates it will likely take much longer than two years to have any considerable effect. These efforts will not only benefit the individual with the immediate need, but also the whole of society. Studies have shown that promoting equal, meaningful access to legal representation in the justice system is critical to ending poverty, combating discrimination, and creating opportunity. Further, a 2019 survey of 50 cost-benefit studies conducted by The World Bank suggest the benefits of legal aid and related services significantly outweigh their costs.<sup>4</sup>

Conclusion: I am sure I don't have to mention that lack of access-to-justice in the United States is complex problem without a simple solution. That being said, it is rational to assume that if the present level of altruistic motivation were sufficient to resolve the justice gap, then once the justice gap was discovered, it would subsequently be resolved. Well, the justice gap has been well studied, and it is not resolved. In

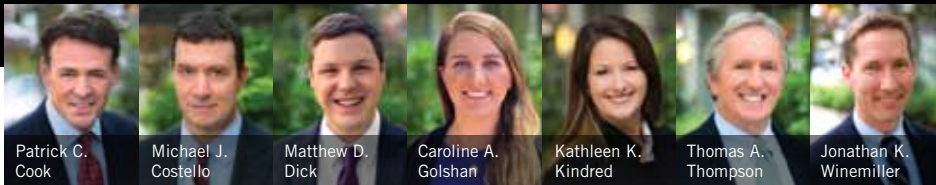
fact, according to World Justice Project's Rule of Law Index, the United States legal system has been in decline since 2017. Further, our country has dropped 15 places in the Index in the last four years.<sup>5</sup>

Based on the fact that the justice gap has been well studied and is larger than ever, I posit that closing the justice gap will take a different mindset than it took to create it. Simply put, we will have to do something different if we hope to resolve this problem. Justice, Deno Himonas of the Utah Supreme Court articulated this sentiment best: "We cannot volunteer ourselves across the access to justice gap. We have spent billions of dollars trying this approach. It hasn't worked. And hammering away at the problem with the same tools is Einstein's very definition of insanity."<sup>6</sup>

1 Task Force on Justice. Justice for All – Final Report. (New York Center on International Cooperation, 2019.) 2 Smith, Adam, 1723-1790. An Inquiry into the Nature and Causes of the Wealth of Nations. New York: Modern Library, 1994. 3 Legal Aid Interagency Roundtable. Access to Justice in the Age of COVID-19 - A Roundtable Report. (9/2021). 4 The World Bank. A Tool for Justice – The Cost Benefit Analysis of Legal Aid. (2019). 5 World Justice Project. World Justice Project – Rule of Law Index 2021. 6 Utah Courts Press Notifications. To Tackle the Unmet legal needs Crisis, Utah Supreme Court Unanimously Endorses a Pilot Program to Assess Changes to the Governance of the Practice of Law. (August 13, 2020).



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“Attorney of the Year,” continued from page 8

agency that Ms. Ayay opposed for the past 13 years), who provides FIRST Clinic referrals for pregnant mothers who have had screened-out intakes against them during pregnancy. To date, a majority of mothers connected with the FIRST Clinic have no filing of a dependency case in court. This unique collaborative approach with an opposing party has had a tremendous positive impact. The clinic has been recognized locally with the Washington Defender Association Certificate of Recognition. The clinic also received national recognition by the United States Department of Health and Human Services through the 2021 Children’s Bureau Champion Award. The work Ms. Ayay has done with FIRST Legal Clinic is beginning to revolutionize child welfare law nationally.

Ms. Ayay also acts as an attorney for the FIRST Legal Clinic, providing direct services to pregnant mothers and mothers of newborns in incredible distress when faced with losing their newborn. She founded and helps operate a weekly support group for these mothers. Any FIRST parent Taila has worked with can tell you how much her care about them as an individual impacted them personally. Case results include being allowed to keep their infant and meeting sobriety requirements. In some cases, Taila successfully invites these moms into a leadership role as a representative for future parents.



FIRST Clinic logo

For well over ten years, Ms. Ayay has operated a toy drive for the parents represented by ABC Law Group. This drive was created to enable parents, all with limited resources and many often in crisis, to provide their children, especially those out of their care, with toys to show they are thinking of them during the holidays. While this may seem like a small gesture, the hope it gives these families extends well past the holiday season. In 2021, this effort was multiplied many times over when a group of donors asked to assist additional families this year with a focus on teenagers and youth in Snohomish County who are often overlooked during the holidays. Ms. Ayay immediately agreed and took responsibility for the additional youth, for not only ABC Law Group families but from almost every other

defense firm, Attorney Guardian ad Litem, and Youth’s Representation attorneys in the county. This meant Ms. Ayay managed, purchased, and personally wrapped hundreds of gifts for over

“Attorney of the Year,” continued on page 15



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250 children and youth in our county.

Ms. Ayay's advocacy has extended beyond the courtroom. She has testified multiple times before our state legislature to the advantage of foster children and their underserved families. She appeared before the Washington State Legislature to testify for increased compensation for attorneys of foster children, and for preliminary legislative funding for pre-dependency advocacy. Each of these agenda items was passed with her assistance.



In addition to recognizing the hardships of those she represents, Taila also advocates for the well-being of her coworkers and colleagues statewide. Public defense can be a hard job as lawyers have second-hand exposure to the trauma their clients face. Ms. Ayay understands how this secondary trauma experienced by attorneys impacts attorney's efficacy. She surpassed her scope of influence when the State Office of Pub-

lic Defense began offering the book Ms. Ayay has long shared with colleagues. Because of her efforts, Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others, is now offered to all public defense attorneys statewide. She also offered counseling access and expanded workplace supports at ABC. Providing this on a larger scale is an on-going conversation between OPD and Ms. Ayay.

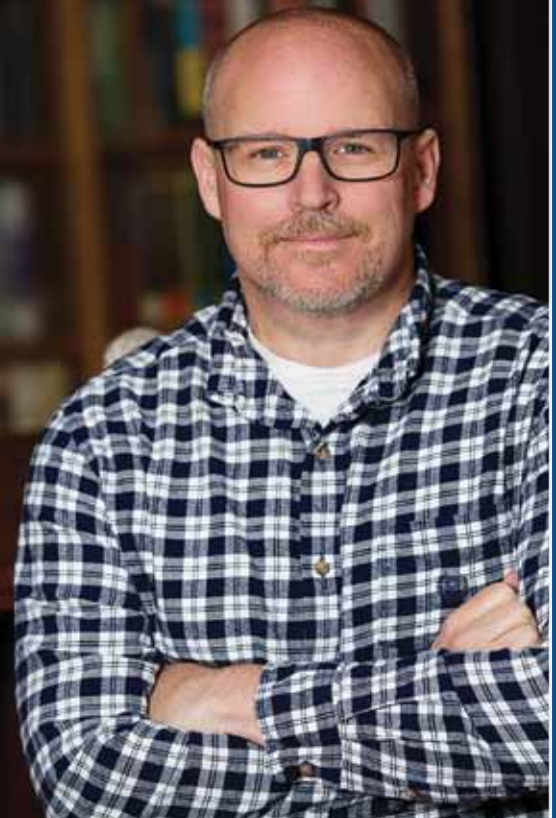
Ms. Ayay's influence and positive impact on Snohomish County, its legal community, child welfare law, and our state has been recognized with this award by her legal community. She has paved the way for other attorneys in countless ways, and has modeled and built the improvements she wants to see within defense and family law. For this reason, we invite our Snohomish County Bar members to reach out to Ms. Ayay and congratulate her personally.

— PACIFIC —  
M E D I A T I O N

**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](mailto:james@pac-mediation.com) | [www.pac-mediation.com](http://www.pac-mediation.com)





## Judge of the Year Award - 1/28/22

Judge Richard T. Okrent has served on the Snohomish County bench for eleven years. In that time, he has taken a thoughtful but human approach to the work. He takes his work and the people he serves more seriously than he takes himself. Though he serves with humility, he applies the law with the understanding of a scholar. A long-time student of both Jewish and Washington State law, Judge Okrent brings to the bench a depth of understanding. He also brings his good nature, love of humanity, and his humor. In resolving cases, Judge Okrent works to understand the people involved as well as the applicable rules. Lawyers and litigants alike know that he cares about them and their cases. They also know that any decision he renders will have been carefully reasoned. Judge Okrent never hesitates to volunteer his time. He has always taken on any project he can if it will benefit the court, the bar, or the community. Snohomish County has been fortunate to have him on the bench. He deserves this honor.



### Washington YMCA MOCK TRIAL

Hi there,

The YMCA Youth and Government program is in need of volunteer attorneys for the 2022 Snohomish County Virtual Mock Trial District Tournament occurring on February 25-26, 2022. The tournament is held virtually this year. We are looking for volunteer raters to donate their time and expertise. Attorneys can be current or past members of the Washington State Bar Association.

If you are able to help us out, please fill out this short form and [register here](#) or contact us directly at [youthgov@seattleyymca.org](mailto:youthgov@seattleyymca.org).

Thank you again for taking the time to support hands-on civic education.



Sincerely,

**EMILY LAKE** | Program Director of Youth & Government  
[she/her/hers](#)

P 206.900.7211

P 360.357.3475

## **JEFF TWERSKY      GLENN KADISH**



**Jeff Twersky and Glenn Kadish are now available to:**

**Consult and Co-Counsel on plaintiff's personal injury cases, including witness preparation, trying cases, and negotiating settlements. Glenn is available to serve as a settlement guardian ad litem, litigation guardian ad litem and mediate personal injury claims.**

**Together we have worked on trucking, auto, motorcycle, construction, and premises liability cases for years from investigation, litigation, trials, and reimbursement or subrogation issues.**

**Jeff has tried over 200 civil jury trials. Glenn has been a settlement and litigation guardian ad litem for minors and incapacitated adults for over 25 years. We have over 80 years combined experience practicing law.**

**Jeff Twersky [jtwersky@gmail.com](mailto:jtwersky@gmail.com)**

**Glenn Kadish [glennkadish@gmail.com](mailto:glennkadish@gmail.com)**

**425-252-1785**

**P.O. Box 1785**

**Everett, WA 98206**



## Seeking MCLE for 2022?

Did you know you can get those simply through volunteering?

## Qualified Legal Service Providers, per WSBA

*Qualified legal service providers (QLSPs) are nonprofit legal service organizations dedicated to serving low income individuals and families. Your pro bono work with any of these organizations can be reported for MCLE credits.*

*Benefits for Volunteering with a QLSP: Receive MCLE Credits for Volunteering Self-report your pro bono service hours to receive MCLE credits. Contact [mcle@wsba.org](mailto:mcle@wsba.org) for more information.*

*Receive Free Public Service Education CLE: The WSBA offers free on-demand Public Service Education CLE courses to pro bono attorneys that volunteer with a QLSP. Contact [PublicService@wsba.org](mailto:PublicService@wsba.org) to learn how to become authenticated and get access to these trainings.*

## Qualified Legal Service Providers, Snohomish County

The website [ProBonoWa.org](http://ProBonoWa.org) lists 2 QLSPs that are based in Snohomish County. There are many

other volunteer opportunities through groups based out of King County but they are not listed as they did not offer details of their Snohomish County options or remote volunteering.

**FIRST Clinic**- please see our article on page 1 about Taila Ayay to learn more about this nonprofit. To inquire about volunteering, call Adam Ballout at ABC Law, 425-259-7142, [adamballout@abclawgroup.net](mailto:adamballout@abclawgroup.net).

**Snohomish County Legal Services** is a nonprofit civil legal services organization, offering free legal services for individuals and families facing poverty. They seek volunteer attorneys for a Tuesday evening Family Law Clinic, Housing Justice Project, and a Bankruptcy clinic. SCLS also needs attorneys willing to take matters pro bono, primarily in family law. For more information, see table (at right) To inquire about volunteering, call Jane Pak, Executive Director at 425-258-9283, [janep@snocolegal.org](mailto:janep@snocolegal.org). This group offers CLE for your training time and opportunities to volunteer remotely.

## SCBA provided CLE credits in 2022

We are finalizing an ethics CLE for April, family law CLE for September. In addition to these offerings, we also have an offer from Russ Schulman to return (IOLTA accounts, record and book keeping tips). Please reach out to propose other topics and presenters. Our coordinating team is Kari Petrsek and Ian Johnson. Family Law Section members are soon to be contacted by SCBA as Patrick Songy is revitalizing this important group.

Snohomish County Legal Services per [WAProBono.org](http://WAProBono.org)

County(s) of Volunteer Opportunity	Snohomish
Area of law	Debt/Credit/Bankruptcy, Family & Juvenile, Housing, Life Planning
Populations Served	Children, Domestic Violence Victims, Elderly, Low Income, Women, Working poor and unemployed, Low and Very-Low income individuals and families
Opportunities For	Interpreters, Lawyers, Paralegals
Need for non-English services	Russian, Signers for the deaf: ASL, Spanish
Hours for Pro Bono Opportunities	Evenings, Flexible, Monday-Friday 9am-5pm
Training / Supervision Comments	Staff attorneys and volunteer mentors available for new attorneys. Shadowing opportunities available before our new volunteers are matched with clients.
CLE pro bono comments	We offer up to 6 CLE credits per year for pro bono services, per MCLE 103(f).
Types of projects in need of Pro Bono help	Client counseling (e.g., brief advice), Draft legal documents (e.g., briefs), Litigation: Trial/Direct Representation, Mentor volunteer lawyers or law students

## President's Award to Leslie Gilbertson

On 1/28/22, outgoing SCBA Board President Todd Hubbard , announced his selection for the annual Presidents' Award. Based on years of exemplary service as a CASA and GAL, he chose attorney Leslie Gilbertson. While we could not find a great photo of Ms. Gilbertson to share, we can promote two roles she has served with distinction: CASA & GAL roles. Thank you, Ms Gilbertson, for your dedication to our county's young people.

**GAL:** Snohomish County Superior Court maintains GAL registries under Title 26 (representing children in dissolutions, modifications, paternity, relocation, and third party custody cases), Title 11 (alleged incapacitated persons), and minor settlements. Additionally, the court maintains a Minor Guardianship GAL and Court Visitor registry under Title 11.130. For representation of children in the foster care system, use Court Appointed Special Advocates (CASA) webpage.

Family Law GALs are appointed to represent the best interests of a child / children, an alleged incapacitated person, or a person in a minor settlement case, for specific purposes and specific periods of time, or in high conflict cases when the Court needs information from a neutral source. Under the direction of the Court, the GAL performs an investigation and prepares a report. GALs do not act as lawyers, therapists, or parties in the case, and therefore do not provide legal advice, counseling, or diagnosis

### CASA

#### *Volunteer Your Time to Change a Child's Life*

Nobody longs for a safe and loving family more than a child in foster care. Volunteer court appointed special advocates (CASA) are empowered by the courts to help make this dream a reality. CASAs are often the one consistent adult in the child's life, speaking up for them throughout the dependency process and making recommendations as to what is in the child's best interest.

#### What is the role of a CASA volunteer?

Becoming a CASA volunteer is an investment of time, energy and heart. The CASA is a sworn officer of the court who gathers fact-based information about the child's situation. As an advocate for the child, the CASA speaks with individuals involved in the child's life so they can make objective recommendations to the court as to what is in the child's best interest regarding their future, such as being reunified with their parents, living with relatives, guardianship or adoption. The CASA prepares reports to the court with their recommendations, attends all court hearings for the child, visits the child on a regular basis and participates in

case related meetings. The CASA follows through on the case until it is permanently resolved. Each case is as unique as the child involved.

The Snohomish County Office of the Court Appointed Special Advocate is actively seeking volunteers from all cultures, professions, ethnic and educational backgrounds to join our team. CASAs do not have to be a lawyer or social worker to be a volunteer. We seek to recruit, train and supervise quality volunteers who reflect the diversity of the population we serve. As a volunteer, CASAs are thoroughly trained and well supported by professional staff to help them through each case.

CASAs must pass a criminal records background check and participate in an in-person interview. Qualified applicants are required to participate in a 30+ hour pre-service training, commit to remain with their assigned case until it is dismissed and possess a desire to make difference in the life of a child.

#### How to Apply

Speak up for a child today. Become a CASA by taking the first step: submit an application (PDF) to the Snohomish County Office of the Court Appointed Special Advocate. For more information, review the program brochure (PDF) or connect with us at (425) 388 -7854.





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— ATTORNEYS AT LAW —

**ASSOCIATE POSITION AVAILABLE**

TUOHY MINOR KRUSE PLLC seeks an energetic, enthusiastic, hard-working attorney who would like to join our firm as an associate attorney. We are a firm of five attorneys with a great support staff of paralegals and legal assistants.

We seek an associate to work generally in the area of family law:

- Divorce
- Modifications (primarily Parenting Plans)
- Child Support
- Domestic Violence
- Minor Guardianships

Two or more years of experience is preferable for this position.

Tuohy Minor Kruse offers a great work environment in addition to health insurance coverage, paid holidays, and paid vacation. Competitive compensation offered depending on experience. For more information, please visit our website at [www.tuohyminorkruse.com](http://www.tuohyminorkruse.com).

Please send your letter, resume, writing sample and transcript to:

Stacie Bellmore at [stacie@tuohyminor.com](mailto:stacie@tuohyminor.com).

THANK YOU!