

OREGON STATE BAR
QUALITY OF LIFE COMMITTEE

March 21, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow AB; Patrick Ehlers x; Kali Tara AB; Eva Marcotrigiano x; Amy Miller x; Michael Reid x; Mindy Stannard x; Damon Tempey AB; Tanya Hanson (PLF Liaison) x; Doug Querin (OAAP Liaison) AB; Stacy Hankin (OSB Liaison) x. (x = present; AB = absent)

1. Introductions. The meeting was opened by Chair Kevin Myles at 12:05 pm. This is the Committee's first meeting in 2012, held at the Oregon Bar Center offices in Tigard, Oregon, at which all Committee meetings will be held this year unless otherwise noted.

2. Minutes. Minutes from the October 14, 2011 meeting were approved.

3. Review of Committee Objectives.

a. 2012 Committee Charge. Heather suggested the Committee consider revising its Charge language this year or next year to refocus our efforts. Stacy noted that historically the Committee's Charge has been broad and has incorporated new ideas and issues as they arise. The Committee discussed its role in serving new un/underemployed lawyers specifically, other bar groups may address these lawyers needs as well.

b. 2011 Annual Report. The Committee didn't have a copy of this available for review. Heather will locate this and circulate it for review at the next Committee meeting.

4. Review Subcommittee Structure & Objectives, and Subcommittee Assignments.

a. Law School Presentations. Law schools need to be contacted now to line up fall presentations and solicit their requests regarding presentation topics (ie. how to work a room, day in the life of a lawyer etc.)

Assignments: Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller can assist with Lewis & Clark Law School; Mindy Stannard can assist with Willamette Law School.)

b. Transitions in the Practice of Law. The Transitions CLE on February 24, 2012 done in conjunction with the OAAP Transitions CLE went well. It was a free two hour CLE (with 2 Personal Management CLE credits) that about 50 people attended. Meloney Crawford of the OAAP delivered a one hour presentation on transitions, which was followed by a one hour three lawyer panel discussion with questions and answers with the audience. Kali was a panelist and Heather served as moderator. Heather and Stacy will investigate putting a link to the CLE

recording and written materials on the QOL Committee's website. A suggestion was made to look at making this CLE available as a streaming video from our website (via You Tube or otherwise.)

Assignments: Kali Tara (chair?); Kevin Myles, Amy Miller.

c. Home/Work Life Balance. Pat Ehlers is working on a one hour CLE comprised of a four lawyer panel to discuss how to take a sabbatical.

Assignments: Patrick Ehlers (Chair); Mindy Stannard, Eva Marcotrigiano.

d. Website and Publications. The website was updated last year. This is a historical issue that the subcommittee may not need to focus on by way of subcommittee each year except for minor updating that can be handled by one person. Heather will handle this in her capacity as Secretary this year. Articles have been previously sent to the OSB Bulletin and Kevin Myles has another one in the works.

5. Next meeting – Wednesday, April 11, 2012. Starting in May 2012, the Committee will meet on the second Thursday of the month, with no meeting in July or August. Meetings will continue to take place at the Oregon State Bar Center (with teleconference attendance option.)

6. Adjourn. The meeting was adjourned at 1:13 pm.

OREGON STATE BAR
QUALITY OF LIFE COMMITTEE

April 11, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers x ; Kali Tara ; Eva Marcotrigiano ; Amy Miller x ; Michael Reid x ; Mindy Stannard x ; Damon Tempey ; Tanya Hanson (PLF Liaison) x; Meloney Crawford (OAAP Liaison) ; Stacy Hankin (OSB Liaison) x. (x = present; AB = absent)

1. **Introductions.** The meeting was opened by Chair Kevin Myles at 12:06 pm.
2. **Minutes.** Minutes from the March 21, 2012 meeting were approved.
3. **Chair's Report.** Kyle Dukelow will chair the Law School Presentation Committee. Kali Tara has been asked to chair the Transitions Committee but has not yet responded. The OAAP liaison continues to be Meloney Crawford (not Doug Querin).
4. **Old Business.**
 - a. 2011 Annual Report. Reviewed in further consideration of Committee's work and plans for the coming year. Need to locate & circulate the 2010 QOL Survey to committee members. Stacy Hankin gave some history and the current status of the BOG request for follow up on the Senior Lawyers Task Force report and recommendations. Does QOL want to look at this, take on recommendations? Will obtain a copy of this for review and discussion. Still interested in doing the "10 Minute Fix" 1 hour CLE on meditation, chair yoga and relaxation breathing techniques that can each be done in 10 minutes or less – this CLE has yet to be organized but could be presented by Kali Tara and Heather Decker (see below re Home/Work Life Balance Subcommittee). The OAAP may be interested in promoting this with the QOL.
5. **Subcommittee Reports.**
 - a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard) The subcommittee will be meeting soon to organize and prepare for fall presentations.
 - b. Transitions in the Practice of Law. Kali Tara (chair), Kevin Myles, Amy Miller. No report.
 - c. Home/Work Life Balance. Patrick Ehlers (Chair), Mindy Stannard, Eva Marcotrigiano. Three panelists have been identified (and Parick Ehlers) for a one hour brown bag "Sabbatical" CLE to occur within next 6-8 weeks (most likely at the Standard Insurance Building auditorium, in conjunction with the Multnomah Bar Association.) Patrick will look

into recording the CLE. After this, the subcommittee will plan and organize the “10 Minute Fix” CLE (discussed above.)

d. Website and Publications. Heather Decker is in contact with Anna Zanolli at the OSB regarding updating the website in general and specifically to include a copy of the written materials and link to the DVD (on the PLF website) for the February 24, 2012 Transitions CLE. We will also seek to include information including the 2010 Survey results, contract lawyer resources, and new lawyer resources. In addition we will follow up on the 2011 Annual Report recommendations to include a database of articles published by the Committee in the OSB Bulletin; archive of model law firm HR policies on telecommuting, sabbatical and flex/part time (see MBA CLE materials on work/life balance, and Solving the Part Time Puzzle, NALP website); and, a “suggestion” box.

Kevin Myles will forward his article that is still in progress. If other articles are in the works by committee members, please forward them to Heather. Amy Miller has ideas on additional subjects. Others to consider are Chris Kitchel (volunteer for Lawyers without Borders – potential sabbatical CLE panelist) and Antonia DeMeo (10 year international civil service career in positions for CEELI, the UN and other organizations.)

6. New Business. The Committee had no New Business to be discussed.

7. Next meeting – May 10, 2012 (Noon-1:00 pm). The Committee meets on the second Thursday of the month from noon to 1:00 pm, with no meeting in July or August. Meetings will continue to take place at the Oregon State Bar Center (with teleconference attendance option.)

8. Adjourn. The meeting was adjourned at 12:51 pm.

OREGON STATE BAR

QUALITY OF LIFE COMMITTEE (as approved with one change)

May 10, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers AB; Kali Tara AB; Eva Marcotrigiano x; Amy Miller x ; Michael Reid AB ; Mindy Stannard x ; Damon Tempey AB ; Tanya Hanson (PLF Liaison) AB; Meloney Crawford (OAAP Liaison) AB ; Stacy Hankin (OSB Liaison) x. (x = present; AB = absent)

1. Introductions. The meeting was opened by Chair Kevin Myles at 12:05 pm.

2. Minutes. Minutes from the April 11, 2012 meeting were approved.

3. Chair's Report. None.

4. Old Business.

The Committee reviewed and discussed the Senior Lawyer Task Force Report.

5. Subcommittee Reports.

a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard) Tanya & Michael are in contact with Lewis & Clark law school, ~~Michael~~ Kevin is in contact with Willamette and Kyle is in contact with the UO law school to set up fall presentations. A speed networking event is being considered in conjunction with these panels.

b. Transitions in the Practice of Law. Amy Miller (chair), Kevin Myles, Kali Tara. Amy Miller will serve as chair of the Transitions. Subcommittee. Kevin is working on an article for the Bar Bulletin.

c. Home/Work Life Balance. Patrick Ehlers (Chair), Mindy Stannard, Eva Marcotrigiano. No report.

d. Website and Publications. Heather Decker has been trained in updating the website and will do so as soon as possible. (See April 11, 2012 minutes for updating details.)

6. New Business. The Committee had no New Business to be discussed.

7. Next meeting – June 14, 2012 (Noon-1:00 pm). The Committee meets at the Oregon State Bar Center on the second Thursday of the month from noon to 1:00 pm, with no meeting in July or August.

8. Adjourn. The meeting was adjourned at 12:50 pm.

OREGON STATE BAR
QUALITY OF LIFE COMMITTEE

June 14, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers AB; Kali Tara AB; Eva Marcotrigiano AB; Amy Miller x; Michael Reid x; Mindy Stannard x; Damon Tempey AB; Tanya Hanson (PLF Liaison) x; Meloney Crawford (OAAP Liaison) AB; Stacy Hankin (OSB Liaison) x.

(x = present; AB = absent)

- 1. Introductions.** The meeting was opened by Chair Kevin Myles at 12:08 pm.
- 2. Minutes.** Minutes from the May 10, 2012 meeting were approved with one change.
- 3. Chair's Report.** Kevin recently attended a meeting of lawyers involved in "collaborative" divorce law practice and thought that area of law practice is one which the Committee might like to investigate and write an article about. Quality of life angle would be the emphasis on collaboration as opposed to litigation. Some lawyers practice in this area as a quality of life preference.
- 4. Old Business.**
 - a. Senior Lawyer Task Force Report. The Committee reviewed and discussed the Senior Law Task Force Report. Stacy Hankin will talk with the OSB Staff Person involved in the report and Mike Long (OAAP). The Committee refers this to the Transitions subcommittee for study and recommendations for further handling.
- 5. Subcommittee Reports.**
 - a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard). Kyle Dukelow reported that planning for fall presentations at law schools is continuing to move forward. Speed networking events are planned in conjunction with the presentations at Lewis & Clark and Willamette law schools. Attorney volunteers will be needed for these events.
 - b. Transitions in the Practice of Law. Amy Miller (chair), Kevin Myles, Kali Tara. Kevin and Amy are continuing work on an article profiling several attorneys for the Bar Bulletin. The subcommittee will take up the Senior Lawyer Task Force Report (see above.)
 - c. Home/Work Life Balance. Patrick Ehlers (Chair), Mindy Stannard, Eva Marcotrigiano. Patrick Ehlers provided a report in absentia. He is organizing a "sabbatical – how to" CLE. Patrick and three other speakers will present for an hour brown bag. Patrick is

shooting for a September date. Any written materials should be made available on the committee's website.

d. Website and Publications. No report. Social networking should be considered – for example, tweet via the OSB Twitter account when the website is updated.

6. New Business.

Stacy Hankin encouraged Committee members to participate as mentors in the OSB Mentoring Program, which is accepting mentor applications now. Stacy will send out additional information via e-mail.

7. Next meeting – September 13, 2012 (Noon-1:00 pm). The Committee meets at the Oregon State Bar Center on the second Thursday of the month from noon to 1:00 pm, with no meeting in July or August.

8. Adjourn. The meeting was adjourned at 12:43 pm.

OREGON STATE BAR

QUALITY OF LIFE COMMITTEE

September 13, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers AB; Kali Tara Yost AB; Eva Marcotrigiano x; Amy Miller x; Michael Reid x; Mindy Stannard AB; Damon Tempey x; Tanya Hanson (PLF Liaison) x; Meloney Crawford (OAAP Liaison) AB; Stacy Hankin (OSB Liaison) x.

(x = present; AB = absent)

1. **Introductions.** The meeting was opened by Chair Kevin Myles at 12:10 pm.
2. **Minutes.** Minutes from the June 13, 2012 meeting were approved without changes.
3. **Chair's Report.** Committee member appointments and secretary appointment for next year are under consideration for submission to the Bar.
4. **Old Business.**
 - a. Senior Lawyer Task Force Report. No report at this time. Stacy Hankin and Transitions Subcommittee will proceed with tasks outlined in June 13, 2012 minutes.
5. **Subcommittee Reports.**
 - a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard). Networking presentations and speed networking are set up at each of the three law schools: UO Law School on September 20, 5-7 pm (32 students, 10-15 lawyers anticipated/needed to attend); Lewis & Clark/Northwestern on October 3, 4:30-6:30 pm; Willamette Law School, October 1, 4:30-7:00 pm (10-15 students; at least 5 attorneys). Stacy Hankin suggested developing an evaluation form for law school presentation participants (lawyers and students) to fill out.
 - b. Transitions in the Practice of Law. Amy Miller (chair), Kevin Myles, Kali Tara Yost. A draft article for the OSB Bulletin is in progress.
 - c. Home/Work Life Balance. Patrick Ehlers (Chair), Mindy Stannard, Eva Marcotrigiano. No report. Kevin will contact Patrick and obtain an update to forward to the committee via email regarding the sabbatical CLE.
 - d. Website and Publications. Heather Decker. Website has been updated, articles and content still need to be added. Heather will provide Stacy Hankin with website access/updating information to be passed on to committee members who will update the website in the future.

6. New Business.

a. OSB Mentoring Program. Mentors are currently being sought for the OSB Mentoring Program. Stacy Hankin suggested committee members consider serving as mentors. Check the OSB Website for further information.

b. Informal discussion of recent law graduate employment issues. The committee discussed the problems facing recent law school graduates in terms of recession level employment rates. In particular, the committee explored the following concerns:

- Impact on individual recent graduates.
- Number of law school graduates and law school cost escalation.
- Impact on the legal profession to have a “missing generation” of law graduates who may leave the law or never practice.
- Impact on the legal profession in terms of abuses of young lawyers regarding unreasonably low payment for legal work, specious compensation arrangements, unreasonable work load expectations and lack of training/mentoring.

7. Next meeting – October 11, 2012 (Noon-1:00 pm). The Committee meets at the Oregon State Bar Center on the second Thursday of the month from noon to 1:00 pm, with no meeting in July or August.

8. Adjourn. The meeting was adjourned at 1:04 pm.

OREGON STATE BAR

QUALITY OF LIFE COMMITTEE

October 11, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers AB; Kali Tara Yost ; Eva Marcotrigiano ; Amy Miller x; Michael Reid x; Mindy Stannard x; Damon Tempey AB; Tanya Hanson (PLF Liaison) x; Meloney Crawford (OAAP Liaison) AB; Stacy Hankin (OSB Liaison) x. (x = present; AB = absent)

1. **Introductions.** The meeting was opened by Chair Kevin Myles at 12:10 pm.
2. **Minutes.** The September 13, 2012 meeting minutes were approved without changes.
3. **Chair's Report.** No report at this time.
4. **Subcommittee Reports.**
 - a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard). Networking presentations and speed networking events were well received at the law schools: UO Law School on September 20 (32 students; 10 lawyers; videotaped); Lewis & Clark/Northwestern on October 3 (25 students; 10-12 lawyers; videotaped); Willamette Law School, October 1 (15 students; 15 lawyers). Feedback from students and law schools was positive. The Committee discussed how it could address quality of life issues in addition to networking skills and the Committee's unique role and mission in the bar for doing so. Next year, the focus could be adjusted to relate more to quality of life issues, coupled with speed networking.
 - b. Transitions in the Practice of Law. Amy Miller (chair), Kevin Myles, Kali Tara Yost. An article is in process, editing is underway. Follow up on the Senior Lawyer Task Force Report is in progress. Resources targeted to Senior Lawyers could be posted to the QOL website.
 - c. Home/Work Life Balance. Patrick Ehlers (chair), Mindy Stannard, Eva Marcotrigiano. No report at this time.
 - d. Website and Publications. Heather Decker. The QOL Website has been updated with content regarding the February 2012 Transitions CLE and recent law school presentations.
5. **New Business.**
 - a. **Summit Conference of OSB Legal Jobs Opportunities Task Force** – October 30, 2012, 1:30-4:30pm, reception 4:30-5:30 pm at University of Oregon White Stag Building (70 NW Couch). Issues to be addressed include mentoring for newer lawyers and current legal job market trends. Heather Decker and Kevin Myles will attend.

6. Next meeting – November 8, 2012 (Noon-1:00 pm). The Committee meets at the Oregon State Bar Center on the second Thursday of the month from noon to 1:00 pm, with no meeting in July or August.

7. Adjourn. The meeting was adjourned at 12:50 pm.

OREGON STATE BAR

QUALITY OF LIFE COMMITTEE

November 8, 2012 Meeting Minutes

Attendees: Kevin Myles (Chair) x; Heather Decker (Secretary) x; Kyle Dukelow x; Patrick Ehlers AB; Kali Tara Yost AB; Eva Marcotrigiano AB; Amy Miller x; Michael Reid x; Mindy Stannard x; Damon Tempey x; Tanya Hanson (PLF Liaison) AB; Meloney Crawford (OAAP Liaison) AB; Stacy Hankin (OSB Liaison) x. (x = present; AB = absent)

1. **Introductions.** The meeting was opened by Chair Kevin Myles at 12:05 pm.
2. **Minutes.** The October 11, 2012 meeting minutes were approved without changes.
3. **Chair's Report.** This is our last official meeting of the year, December meeting will be an evening social (with some business discussed):

DECEMBER 2012 MEETING:

Thursday, December 13 at 4:30-5:30 pm

The Nines Hotel, Atrium Lounge (downtown Portland)

4. **Old Business.**

a. **Summit Conference of OSB Legal Jobs Opportunities Task Force** – October 30, 2012. Tanya Hanson, Heather Decker and Kevin Myles attended. Heather provided a report. The OSB Board of Governors appointed the Legal Jobs Opportunities Task Force in June 2012 to provide input and advice regarding the training and opportunity gap for the current generation of recent law school graduates who are widely un/underemployed and may not be receiving adequate legal training or experience. The Task Force has met five times and convened a summit meeting of law firm representatives, bar leaders and law school representatives for discussion of four proposals set out below. The Task Force will provide a report to the Board of Governors in December 2012, and the intent is to act on the recommendations and implement new programs and other changes starting in 2013.

The proposals discussed at the Summit were: (1) Substantially Expand the Modest Means Program, including making greater use of current technologies to bring the cost of delivery of legal services down. (2) Improve access to training related to law office management and practical skills. (3) Establish a Program to Match New Practitioners with Soon to Retire Attorneys, perhaps including a residency program for rural communities and a clearing house for lawyers looking to sell their practices.

b. **Committee Membership Update:** Patrick Ehlers joined the Board of Governors so cannot remain on our committee. Two new committee members are under consideration to be appointed to the committee.

5. Subcommittee Reports.

a. Law School Presentations. Kyle Dukelow (chair), Kevin Myles, Michael Reid, Tanya Hanson. (Amy Miller & Mindy Stannard). Beginning planning and preparations for next year's law school presentations.

b. Transitions in the Practice of Law. Amy Miller (chair), Kevin Myles, Kali Tara Yost. Amy and Kevin finished an article for the OSB Bulletin, which has been forwarded to the committee. Please provide feedback within the next week. Amy contacted Michael Haglund and Ethan Knight about what we could do to help implement the Senior Lawyers Task Force report, and anticipates more information to report at our next meeting.

c. Home/Work Life Balance. Patrick Ehlers (chair), Mindy Stannard (chair), Eva Marcotrigiano. Mindy will contact Patrick Ehlers to follow up on the Sabbaticals CLE that he was planning before he went to the Board of Governors.

d. Website and Publications. Heather Decker. No report at this time.

6. New Business.

a. **Stress Reduction CLE:** Heather is in contact with MBA/YLS Professional Development and Education Committee to co-sponsor a 1 hour stress reduction technique CLE in downtown Portland, presented by Heather (yoga instructor) and Kali Tara Yost (meditation instructor).

b. **Annual Committee Report.** Stacy Hankin noted that our end of year report is due December 1st. It may include work in progress as well as projects completed in 2012. Kevin Myles will begin drafting the Report for discussion at the December meeting.

7. Next meeting – December 13, 2012 (SPECIAL TIME & LOCATION: 4:30-5:30 pm, The Nines Hotel, Atrium Lounge in downtown Portland).

8. Adjourn. The meeting was adjourned at 12:54 pm.