

ATTACHMENT 2
Full Public Comment Background and Proposal
Appearing on State Bar Website

SUBJECT: Proposed changes to California Young Lawyers Association (CYLA) governance structure

BACKGROUND: Recognizing the importance of providing an optimum path for the integration into the legal profession and the bar of recent law school graduates and new attorneys, it was determined by the Board of Governors that considerable resources should be devoted to focusing on the needs of this unique group of State Bar members.

2007 - Hertz Research and Consensus Management Group were retained to assist the bar in identifying:

- the most critical needs of new lawyers,
- how the State Bar might respond to those needs; and
- how new lawyers could best contribute to the overall purpose and work of the State Bar.

January 2007 - The CYLA Executive Committee attended the Board of Governors' Planning Retreat to discuss the issues and needs of new lawyers with members of the board.

During the retreat, it was determined that the State Bar would focus its 2007 efforts on activities that would result in recommendations to help increase the relevancy of The State Bar of California and CYLA to its constituents.

April 2007 - Information was collected, from new attorneys, to measure demographics, familiarity with CYLA, job satisfaction, work/life balance, local bar membership and utilization of State Bar resources.

Highlights of the results were:

- Fifty-seven percent of the respondents were unaware of CYLA and,
- Seventy-nine percent were unaware of CYLA's electronic newsletter and,
- Eighty percent had not visited CYLA's Web page.

These results were important to the analysis and development of the current proposed Recommendations.

June 2007 - A two-day invitation only Spring Summit was held to convene stakeholders

for open and candid dialogue on key strategies that would positively impact new lawyers.

After careful consideration of the broad spectrum of issues raised during the Spring Summit, the results of the individual and focus group interviews and the 2007 Young Lawyer Survey, CMG provided its final “Report to the Board of Governors: Recommendations from the 2007 Spring Summit of the State Bar of California.”

October 2007 - The report and recommendations were circulated for comment among the Summit participants.

January 2008 - During the 2008 Board of Governors Retreat, the recommendations were reviewed and discussed with input from three CYLA Executive Committee members. Board approval was given to finalize and prepare the proposed changes to CYLA’s governance structure for public comment.

March 8, 2008 – The Board reviewed the proposed changes to be circulated for public comment. There was discussion among the Board regarding a suggested name change. It was agreed that comment would be solicited on changing the name of the California Young Lawyers Association to California Young Lawyers or some other name to better characterize and differentiate the newly proposed appointed entity.

PROPOSAL: To achieve the vision of a fully engaged State Bar entity that would champion the interests and needs of new lawyers and represent the issues as outlined in the “Report to the Board of Governors: Recommendations from the 2007 Spring Summit of the State Bar of California”, the following recommendations are proposed:

- 1.** That CYLA and the State Bar take appropriate steps to transition CYLA from an elected board to an entity appointed by the Board of Governors. Current members of the CYLA board will continue serving on the new entity until their current terms expire. The Board of Governors will fill the vacated seats through appointment.
- 2.** The newly created CYL entity is projected to consist of 20 members, who are representative of the new lawyer constituents and who are interested in supporting the newly created CYL entity’s Mission and Charge, and will be appointed by the Board of Governors.
- 3.** The existing California Young Lawyers Association will sunset its bylaws and will operate under the newly established Mission and Charge.
- 4.** The newly appointed CYL entity will elect one new lawyer representative to a voting seat on the Board of Governors.
- 5.** It will be understood that the current reference to new or young lawyers in all materials, rules, and procedures as “members” will refer to new and young lawyer

“constituents,” and changes to specific language will be made, as needed. The new lawyer “constituents” will be defined using the current criteria, e.g. attorneys age 36 and under or attorneys in practice for 5 years or less.

6. The newly created entity will retain the name as California Young Lawyers Association, in the interim with comment sought as to whether a name change would be appropriate to better characterize and differentiate the new entity.

ANY KNOWN FISCAL/PERSONNEL IMPACT: The current General Fund operating budget for CYLA is \$82,962 with staff support provided by Bar Relations Outreach (BRO) staff, at .20 FTE BRO Director and .20 FTE BRO Project Coordinator.

It is anticipated that the budgetary and staff resources would increase to perform the tasks envisioned in these recommendations. Any increase in budget allocation and/or staff resources would be subject to Board approval.

ATTACHMENTS:

- Attachment A - Hertz Survey Results
- Attachment B - Final Summit Report
- Attachment C - Mission/Charge

SOURCE: Committee on Stakeholder Relations

COMMENT DEADLINE: April 26, 2008

DIRECT COMMENTS TO:

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