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Does Janus apply to Mandatory Bars?

State Bar of Texas Board of Directors: *Janus* Does Not Apply to Mandatory Bars

Many recent lawsuits against mandatory bars hinge on whether the U.S. Supreme Court *Janus* decision applies to that type of organization. The Board of Directors of the State Bar of Texas—all of whom are defendants in a case filed by three Texas attorneys—argue that it does not, and that this decision did not overrule the previous Supreme Court rulings in *Lathrop* and *Keller*. In a motion to dismiss the Texas case, *McDonald v. Longley*, the defendants also state that the bar has sovereign immunity, and that it is not the correct body to sue in the first place. It was the Texas Legislature that passed the State Bar Act, which governs the bar's operations and imposes the requirement to join the bar and pay member fees, the defendants explain in the motion. Learn more about recent developments in this closely watched case at [Texas Lawyer](#).

How Will the Legal Profession Weather the Next Recession?

Some good news about the dramatic changes in the legal industry in the past several years: They may provide a bit of insulation against the next recession. The 2008 recession caught the legal profession ill prepared to adapt to shifts that many assumed were only temporary, say Michelle Fivel and Bob Graff, both partners at Major, Lindsey & Africa. But by now, they write at [The American Lawyer](#), reality has set in: Clients are increasingly cost conscious and are shifting more work to in-house legal departments. How have law firms and lawyers evolved their practices in response to these changes that seem to be permanent—and how might this put them in better shape for the next big economic downturn?

What Drives Employee Retention? Culture, Culture, Culture

Sure, wages and benefits are important. But if you have a lot of turnover at your bar, you might want to take a closer look at your workplace culture. According to a recent survey by employee communication provider Speakap, 58 percent of employees who responded said they would change employers if the new company had a better culture than their current one. And that doesn't have to mean shorter working hours: 48 percent said they'd be willing to work a 60-hour week in exchange for better office culture. So, what does a good workplace culture require? The fundamentals, according to the survey report, are "respect, fairness, trust, and integrity." What are some common perks that help express those values—and convince good employees to stay? Find out at [ragan.com](#).

International Bar Association Survey: Sexual Harassment, Bullying Are Global Problems for Women Lawyers

Sexual harassment and bullying are a worldwide problem for women lawyers, according to a survey conducted recently in Europe, Latin America, Asia, North America, Africa, Australia, Russia and Scandinavia. One in 2 of the women lawyers who responded to the survey from the International Bar Association said they had been bullied at work (compared with 1 in 3 men), and 1 in 3 women lawyers said they had experienced sexual harassment

in the workplace (compared with 1 in 14 men). Only 22 percent of respondents said their workplaces offered training that addressed sexual harassment and bullying. Also, 57 percent of respondents who were bullied and 75 percent who were harassed chose not to report the offense. [The American Lawyer](#) shares more statistics and recommendations from this sobering report.



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