



# North Carolina Association of Women Attorneys

P.O. Box 32725, Charlotte, NC 28232 | PH: (704) 940-1707 | EMAIL: admin@ncawa.org

10 January 2023

Re: North Carolina Association of Women Attorneys' Support for the Military Spouse Juris Doctor Network (MSJDN) Proposal to Amend 27 N.C.A.C. 1A-Section .0203 Annual Membership Fees; When Due

Dear N.C. State Bar Council's Finance and Audit Committee,

I write to you today on behalf of the North Carolina Association of Women Attorneys (NCAWA). NCAWA strongly supports MSJDN's proposal to amend 27 N.C.A.C. 1A-Section .0203 Annual Membership Fees; When Due, and we hope the N.C. State Bar Council will move to waive fees for military spouse attorneys in 2023 and amend 27 N.C.A.C. 1A-Section .0203 Annual Membership Fees; When Due to reflect a waiver for military spouse attorneys.

North Carolina is home to the fourth largest population of U.S. Armed Forces personnel (99,135 personnel (2021)) in the United States. North Carolina is home to Fort Bragg, one of the world's largest military installations by population. Nearly 14.4% of Fayetteville's population are military households. Because of this, North Carolina prides itself on welcoming these servicemembers and their families and endeavors to provide benefits and programs that support this distinguished population both during service and as veterans. NCAWA prides itself on the same and did not hesitate when MSJDN reached out for support.

Military spouse attorneys face unprecedented difficulty in maintaining a career while also supporting their servicemember spouses. Military spouses face a staggering 22% unemployment rate and 26% salary gap as compared to their non-military, civilian counterparts. Women lawyers are disproportionately impacted. 95% of military spouse attorneys are women. Moving every two to three years takes its toll on military spouse attorneys as they navigate licensure requirements, Continuing Legal Education requirements and fees, often for multiple jurisdictions. Nearly 34% of military spouses work in a career field that has a licensure requirement. The licensure requirements present one of the most difficult hurdles for military spouse attorneys due to financial hardships experienced through unemployment and underemployment. This change would provide pivotal financial relief for a small community of distinguished attorneys that serve our country in a unique way and continues North Carolina's dedication to supporting military families.

If you would like to discuss our organization's support for MSJDN and this particular proposal, our leadership would be happy to speak with you. Please feel free to email NCAWA Immediate Past President Samantha Arrington Sliney at [sarringtonsliney@gmail.com](mailto:sarringtonsliney@gmail.com).

Thank you for your consideration of our position on this important matter.

Sincerely,

Audrey Snyder  
2023 NCAWA President

## 2023 GOVERNING BOARD

### PRESIDENT

Audrey Snyder, Greensboro

### PRESIDENT-ELECT

Elizabeth Ray, Greensboro

### VICE PRESIDENT

Megan Shook, Raleigh

### TREASURER

Michael Whyte, Fayetteville

### SECRETARY

Martha Bradley, Waynesville

### IMMEDIATE PAST PRESIDENT

Samantha Sliney, Whispering Pines

### HISTORIAN

Lacy Hansen, Fayetteville

### CAREER SUPPORT & ADVANCEMENT COMMITTEE CHAIR

Moshera Mills, Greensboro

### EDUCATION COMMITTEE CHAIR

O'Shauna Hunter, Charlotte

### GOVERNMENT ACTION COMMITTEE CHAIR

Missy Welch, Wake Forest

### NOMINATING & PUBLIC SERVICE AWARD COMMITTEE CHAIR

Lauren Snyder, Raleigh

### COMMUNITY OUTREACH COMMITTEE CHAIR

Aboli Alurkar, Cary

### TECHNOLOGY & COMMUNICATIONS COMMITTEE CHAIR

Savannah Lavender, New Bern

### FUNDRAISING CHAIR

Margaret Hurley, Whispering Pines

### AT-LARGE

Tiffany Cox, Raleigh  
Nicole Winget, Fayetteville

### JUDICIAL DIVISION CHAIR

Hon. Christine Walczyk  
NC District Courts, Raleigh

### LOBBYIST

Skye David, Raleigh