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April 12, 2022

The Honorable Richard Durbin
Chair

The Honorable Charles Grassley
Ranking Member

Committee on the Judiciary
United States Senate
Washington, DC 20510

**Re: Nomination of Tiffany Cartwright to the United States District Court for the
Western District of Washington**

Dear Chairman Durbin and Ranking Member Grassley:

On behalf of the Washington Employment Lawyers Association (WELA), we write in strong support of Tiffany Cartwright's confirmation to the United States District Court for the Western District of Washington. WELA is an organization of approximately 210 lawyers licensed to practice law in Washington. WELA is a chapter of the National Employment Lawyers Association. WELA advocates in favor of employee rights in recognition that employment with dignity and fairness is fundamental to the quality of life. WELA's members frequently represent employees who allege they were subjected to employment discrimination or unfair pay practices.

After attending Stanford University and Stanford Law School, Ms. Cartwright served as a law clerk to the Honorable Dana Fabe (Ret.) of the Alaska Supreme Court and the Honorable Betty Binns Fletcher of the Ninth Circuit Court of Appeals. Ms. Cartwright then worked at Jenner & Block in Chicago. Since returning to Seattle and joining MacDonald Hoague & Bayless, Ms. Cartwright has distinguished herself as a leader in our community. She has developed a reputation for outstanding legal analysis, impeccable ethics, empathy, fairness, and for seeking practical solutions to complex legal problems.

Employees in the State of Washington face enormous challenges. In most instances they are "employees-at-will." This means they can be demoted or fired for a good reason, a bad reason, or no reason at all. They cannot be fired for an illegal reason, i.e., because they fall into a protected classification such as race, sex, age, religion, or sexual preference, etc. Employees

also cannot be denied wages to which they are statutorily entitled or denied the ability to take time off because of a serious medical condition or to care for a close family member. Employees are also whistleblowers and vindicate public policy by exposing illegal conduct in the workplace. Employers often dispute the extent of these and other employee's rights, and litigation is necessary to enforce them.

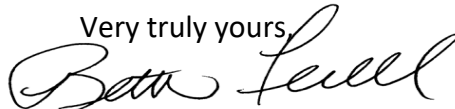
The effective enforcement of employee rights requires judges who are knowledgeable in the complexities of employment law and civil rights and understanding of the significant power disparity which exists in the employer/employee relationship. Tiffany Cartwright will be such a judge. Ms. Cartwright is member of WELA.

WELA's members are civil litigators. Our members understand the importance of having fair and well qualified trial judges because our members routinely appear in federal court for hearings on motions and trial. WELA's board and members believe that Ms. Cartwright is exceptionally well qualified to serve as a United States District Judge.

Ms. Cartwright's success trying cases to verdict in the federal courts is particularly notable. The skills Ms. Cartwright has developed representing real people, including employees, in both state and federal courts would serve her well as a trial judge. She treats everyone she encounters with respect. She listens to viewpoints different from her own. She gives reasons for conclusions that one can understand, even if one disagrees with her. Above all, Ms. Cartwright's analysis of legal questions always reflects a thorough understanding of the governing law and material facts.

We believe that in addition to being an outstanding judge, Ms. Cartwright would also be an outstanding mentor to her law clerks and an excellent colleague to her fellow judges. WELA enthusiastically supports the confirmation of Tiffany Cartwright to the United States District Court for the Western District of Washington. We have absolutely no doubt that she will serve with great distinction.

Very truly yours,

A handwritten signature in black ink, appearing to read "Beth Terrell", written in a cursive style.

Beth Terrell, Chair of WELA