



Labor & Employment Law section
August 2024 Monthly Executive Committee Meeting

- Approval of July 2024 meeting minutes
- Election results and empty EC position
- September Dinner
 - Restaurant: planning for Dim Sum
 - Coordinator: Jess
 - Date: Aiming at 3rd week of September (after 9/11) to avoid school openings
 - Will invite new EC members to attend
- 24th Annual Labor & Employment Law Conference
 - Date: Friday, Nov. 22
 - Location: Rainier Club
 - Panel Topics: Committee provided updates on status of panels
 - Mediation Panel
 - Topic: what is effective; practical skills; anonymous questions to mediators
 - Coordinator – Sarah
 - Attempt to get three mediators from different areas – Sarah will be reaching out to mediators in the next couple of weeks
 - Potential panelists: Nancy Maisano; Kathleen Wareham; Daria Luna; Marg Keller; Stu Cogan; Jessie Harris; Judge Erlich; Cliff Freed
 - Wage and Hour Audits/Wage theft
 - Topic: conducting internal wage & hour audits to meet new wage standards; obligations for employers; how audit should be conducted; documentation
 - Coordinator – Angie
 - Angie started to reach out to people that were suggested at the last meeting and will continue to reach out to additional prospective panelists
 - DEI post-Harvard
 - Topic: affinity groups; hiring decisions; First Amendment issues with conditions of hiring
 - Instead of an ethics credit, we will apply to the WSBA for an equity credit for this presentation
 - Coordinator – Jess

- Off-duty work conduct/harassment and discipline
 - Topic: AI & Employees – using A&I photos outside of work; free speech issues; when can an employer take action for off-duty conduct
 - Coordinator – Brad
 - Speakers: Erica Shelly-Nelson and Sara Amies
- Labor Law
 - Topic: given recent Supreme Court decisions and a potential new president, Carson suggested shifting this topic away from the ABCs of Labor Law to focus more on what we can expect in the next couple of years and the recent overturning of Chevron; Carson suggested that we might invite someone from Washington, D.C. on this topic
 - Coordinator – Carson F.
 - Potential speakers?
- Workers' comp v. EEO
 - Topic: Workers' comp versus accommodations from employer – mental health issues; Fit for Duty letters; intersection of workers comp and ADA
 - Coordinator – Matt
 - Potential speakers – Amy Decelle from Costco; also discussed reaching out to WELA and section Listservs to garner interest in speaking, especially if there is someone who can speak about both topics fluently
- Bossware – presence of surveillance – privacy laws
 - Topic: monitoring virtual employees; insurance implications; state laws re: audio recordings; NLRB memo re: Section VII violation for surveillance of employees – chills rights
 - Coordinator – Colin
 - Potential speakers – the Committee discussed potentially getting speakers from the EEOC, Amazon, or Salesforce as a neutral interest
- Mini-CLE: Appellate update
 - Date: September or early Oct.
 - Speaker: Kelby Fletcher
 - Cassie will coordinate
- Budget update?