



**Labor & Employment Law Section  
Meeting July 13, 2022**

Zoom Attendees:

Tina Aiken – Chair  
Cassandra Lenning – Acting Chair  
Angie Hayes – Secretary  
Brad Medlin – Immediate Past Chair  
Kelli Schmidt - Treasurer  
Sarah Mack  
Carson Phillips-Spotts  
Carolyn MacGregor, WSBA Section Program Specialist  
Devon Blevins

Not Present:

Amy Mensik  
Jacob Metzger  
Chiedza Nziramasanga  
Elyse Maffeo

- 2022 Executive Committee Election – Welcome new members!
  - Public Sector Defense (1-year term ending 9/30/23) – Sarah Mack
  - General Labor or Employment (2-year term ending 9/30/24) – Joanna Cleveland
  - Defense (3-year term ending 9/30/25) – Lauren Parris Watts (returning)
  - Defense (3-year term ending 9/30/25) – Matt Kelly
  - Plaintiff (3-year term ending 9/30/25) – Colin McHugh
  - Neutral (3-year term ending 9/30/25) – David Gaba
- Approval of May and June 2022 minutes
  - Both months approved
- 22<sup>nd</sup> Annual Labor & Employment CLE
  - Date: November 4, 2022
  - Location: Washington State Convention Center or Webcast
  - Food/Beverage: During breaks only; no lunch
  - Speakers: in person only or hybrid in person/remote?
    - 1) Discussion of a hybrid models that other committee members have attended (virtual panelists; in person attendees)

- 2) Committee agrees that remote panelists will be permitted when needed, but we'll encourage as much in-person participation as possible
- Draft agenda usually due mid-September (agenda includes order of panels, panel titles and descriptions, speakers)
  - 1) Tina will send out example of past agendas
  - 2) Need final agenda by end of September – CLE is a few weeks earlier than usual, so deadlines may need to be moved up
  - 3) Sally Romero is the WSBA Coordinator; Brad has requested updated timeline for due dates, etc; Carolyn will have Sally reach out with updated deadlines
- Panels: (moderators please provide update on speakers and topic)
  - 1) PFML –Angie
    - Aviva Kamm (defense) – tentative yes; Katie Chamberlain (plaintiff) – no response yet
    - Jason Barrett from ESD has confirmed
  - 2) Language/Generational issues – Lauren
    - Lauren will provide written update to committee
  - 3) Legislative Update – Cassie
    - Four Potential topics
      - Anti SLAPP
      - Silence No More
      - Equal Pay and Opportunity
      - Wage Recovery Act
    - Jessie Wing is potential Plaintiff Rep
    - Andrea Schmidt may also be potential speaker (per Brad)
    - Defense perspective: Bruce Johnson at DWT, for Anti SLAPP issue
    - Aviva Kamm may be potential speaker for Silence no More
    - Also possible HR perspective, or in-house counsel perspective (Carolyn Ladd recommended)
  - 4) Investigations – Nuts and Bolts – Kelli
    - Investigative Privilege/basics of investigations
    - Speakers include: Sarah Mack; Onik'a Gilliam-Cathcart
    - Will also contact Molly Gable and potential magistrate judge
  - 5) Litigation – Carson
    - Litigation discovery issues; privacy
    - Clarification of topic issues
    - Julie Lucht is potential speaker for defense counsel
    - Alex Higgins is another potential speaker for plaintiff counsel
  - 6) EPLI – Amy
    - Will send email update
  - 7) Ethics – Brad
    - Natasha Martin at SU
- 2022 Mini-CLEs / Informal Lunchtime Meetings

- Mini-CLE – Lauren
  - Lauren will email an update
  - Topic: Return to Work and DEI
  - Date/Time: Likely August, possibly week of 8/22 or 8/29
  - Speakers: Lauren and Iskah Singh, Fortive Corporation
  - Location: Rainier Club, with lunch
  - No charge for members; \$30 for members
  - Estimate 100 attendees
- Mini-CLE –
  - Topic: COVID and Employment Law
  - Date/Time: July 28 from 12-1pm
  - Speakers: Seth Rosenberg and Aaron Rocke
  - WSBA is assisting with this, per Carolyn
- Law School Connection –Lauren, Devon, Angie
  - What: Lunch or virtual event at one or more law schools where attorneys and law students can network
  - Dates: September date, TBD
  - Location: Law school or Zoom
  - Seattle University – Lauren
  - UW – Devon (Amy and Lauren assisting)
  - Gonzaga – Angie
- Summer Grantee Committee
  - Gonzaga (Kate Calhoun) – Elyse
  - University of Washington – Amy
    - Unknown if U of W has selected student yet
  - Seattle University (Connor Trapp) – Cassie
  - Scholarships for Gonzaga and Seattle U should have recently gone out
  - Discussion of match – need to ask each school whether they intend to increase the match to our increased amount
- Budget – Kelli
  - Requested increases in certain areas
    - Leadership Development (retreats and planning meetings) \$15,000
    - Requested \$3000 for in person mini-CLEs
    - Grant awards have been increased to \$7500 each
    - \$5000 additional for seminar expenses (travel expenses, faculty gifts at \$100 per speaker)
    - We have excess funds of about \$80K
    - Discussion of shifting back to in-person mini CLEs with food/beverage
    - Requested updated spending limits for accommodation/food/beverage from WSBA for planning purposes; Carolyn will get us those numbers
- Communications and Website – Kelli, Angie
  - It's a mystery as to who the real volunteers are for this need

- Committee member needs to coordinate with Carolyn to update website – Carolyn will make the changes to the site
  - Currently need to update website with new committee members
- September 2022 Meeting
  - Typically held at a restaurant; FareStart still closed; other suggestions?
  - Welcome new members / Farewell to members rotating-off
  - Volunteer to coordinate – Tina and Brad have volunteered to coordinate
  - Lauren has potential location
- Other Items/Reminders
  - Need to look into Sleeping Lady now for potential dates for 2023 retreat
    - Angie will reach out to Sleeping Lady about availability for May 2023; early June 2023

**Next monthly meeting is Wednesday, August 10, 2022, at 9:00 a.m. Cassie will be conducting the meeting and will send a Zoom invite a few days before the meeting.**