



**Labor & Employment Law Section
June 9, 2021 9:00 to 10:00 AM**

Attendees

Tina Aiken – Chair* (defense)
Kelli Schmidt – Secretary (neutral)
Mariya Khilyuk – Treasurer (defense)
Cassandra Lenning – (plaintiff)
Angela (Angie) Hayes – (defendant)
Elyse Maffeo – (labor)
Sarah Morehead – (public sector)
Jillian Cutler – (plaintiff)
Amy Mensik – (plaintiff)

WSBA Folks in Attendance

Bryn Peterson – BOG
Carolyn MacGregor – WSBA

Not Present

Brad Medlin – Immediate Past Chair (labor)
Chiedza Nziramasanga – (plaintiff)
Jacob Metzger – (labor)
Sarah Burke – Young Lawyer Liaison

1. Approved April and May 2021 Minutes

2. 21st Annual Labor & Employment CLE Updates

Date: November 18, 2021

Location: Convention Center if permitted by public health guidelines, as well as by webcast.

Panels:

- Year in Review
 - Moderator: Jillian Cutler
 - Presenters: Discussed options
- Ethics
 - Moderator: Brad
 - Presenters: Judge Ehrlick said yes.
- WA Paid Family Leave: 2021 Update & FMLA Interaction
 - Moderator: Angie
 - Presenters: TBD Kim Katie Chamberlain (MacDonald Hoague and Bayless)
- Remote Work, L&I Issues and Multistate Employee Issues
 - Moderator: Cassandra
 - Presenters: discussed 1 ½ hours. Kara Heikkila at Witherspoon & Kelley (defense), maybe someone from L&I.
- Judicial Panel
 - Moderator: Amy (Sarah M. assist)
 - Presenters: Sarah M. Reached out to Judge Jones' chambers and will look to him for magistrate ideas.

- Zoom on Trial: tips for effective use of videoconferences for trial, arbitration, mediation, and administrative hearings
 - Moderator: Mariya
 - Presenters: Ada Wong (tentatively confirmed but dependent on trial schedule) and Beth Bloom as an alternate
- EEO Topics – Current smorgasbord - WA's Crown Act (adding to WALD), post-Bostock issues, religious discrimination, domestic violence protections (reasonable safety measures and protected status of perceived DV survivor), disability discrimination updates, and shifting legal standards re: microaggressions.
 - Moderator: Kelli
 - Presenters: Lauren Parris Watts confirmed
 - Other presenter ideas
 - **Jillian Weiss** (NY, *pro hac vice* opposing counsel on a recent case with one of the members). Okay to reach out and get someone from NY. Jillian Cutler initially recommended and Cassie's firm has also had JW as a speaker and recommends her.
 - Denise Diskin who runs the QLaw Clinic.
 - Jessie Wing did work on the legislative part.
- Summer Grant Presentation
 - Presenter:
 - Students: University of Washington picked theirs (working with Columbia Legal Services on Farm Worker issues). Elyse is working with Gonzaga (unemployment law project). Mariya – Seattle U is working

3. Summer Grantee Committee – Sarah M., Elyse, Mariya

- Elyse – Gonzaga
- Sarah M – University of Washington
- Mariya – Seattle University

4. East of the Mountain Mini-CLE

- Topic Ideas:
 - Issues with Cross-border Employment Issues with Idaho citizens,
 - Long-Term Care Act,
 - H-1 Visas and other issues (immigration law primer).
 - Date: TBD, but we have had it married to the Federal Bar Association conference, but that's not necessary (October 2021, but those do not have to be tied together, Amy Mensik.)
 - Location: Webinar or WSBA Conference Center
 - Volunteers: Angie and Amy M

5. Mini-CLEs 2021-2022

- Topics? Hold overs from the retreat. Kelli will send out an email with the topic ideas that were generated at last month's retreat that did not make it to the conference agenda
- Volunteers?

6. WSBA changes to Webinars

7. Open EC positions/2021 Election

- Voting open: 6/7/21 – 6/20/21
- Election results sent to Nominating Committee: 7/9/21
- Candidates contacted regarding results: 7/21/21
- Election results posted online: 7/30/21
- Positions that may need to be appointed following election
 - Public Sector Defense Counsel (Amy Lowen's position that was not filled last year) (2-year)
 - Public Sector Defense Counsel (Sarah M. rotating off) (3-year)

8. Bylaw Amendments

- Proposed amendments sent to General Counsel for review/input
- Next steps at next meeting, we should have that GC feedback, then
- Incorporate GC feedback
- L&E EC votes on amendments
- Submit proposed amendments to BOG Exec Comm for review
- Submit to BOG for review and approval

9. Budget – Mariya

10. Young Lawyer Liaison (under 5 years in practice and over 36 of age)

- Application process closes on June 24
- YLL will be appointed to serve a 2-year term beginning October 1, 2021, and ending September 30, 2023
- Any recommendations?
- Active members of the Bar shall be considered Young Lawyers until whichever occurs later:
 - the last day of December of the year in which the member attains the age of 36 years or
 - the last day of December of the fifth year after the year in which such member was first admitted to practice in any state.

11. September 2021 Meeting/Farewell to Members Rotating Off

- Restaurant? Fare Start (currently still closed) Other ideas
- Volunteer? Mariya

12. Other Items

Next monthly meeting is Wednesday, July 14, 2021, at 9:00 a.m. I will send a Zoom invite a few days before the meeting.