



**Labor & Employment Law Section  
Executive Committee Monthly Meeting  
September 8, 2021 – 9:00 to 10:00 AM**

**Attendees**

Tina Aiken – Defense Rep, Chair  
Kelli Schmidt – Neutral Rep, Secretary  
Brad Medlin – Labor Rep, Immediate  
Past Chair  
Cassandra Lenning – Plaintiff Rep  
Elyse Maffeo – Labor Rep  
Sarah Morehead – Public Sector Rep,  
(end of term)  
Jillian Cutler – Plaintiff Rep  
Jacob Metzger – Labor Rep  
Devon Blevins – YLL Rep (October '21)

**Not Present**

Carson Phillips-Spotts – Plaintiff Rep  
Angela (Angie) Hayes – Defense Rep  
Chiedza Nziramasanga – Plaintiff Rep  
Mariyah Khilyuk – Defense Rep,  
Treasurer, Resigned 9/6/21  
Amy Mensik – Defense Rep  
Sarah Burke – YLL Rep (end of term)

**WSBA Folks in Attendance**

Carolyn MacGregor

1. **Approval of August 2021 minutes – approved.**
2. **21st Annual Labor & Employment CLE**
  - **Date:** November 18, 2021
  - **Location:** WSBA Conference room if permitted by public health guidelines and WSBA, as well as by webcast. Per new WSBA guidelines, in person presenters, moderators, and attendees will need to provide proof of vaccination.
  - **Timeline:**
    - Draft agenda due by mid-September (see attached)
    - Final agenda due by end of September with all presenters confirmed, session titles, and descriptions
      - Moderators need to provide session titles and descriptions
    - Presenters' materials due by mid-October –
      - Is PowerPoint sufficient? They are added to Coursebook materials after the CLE ends.
      - Need Bios
      - Need Copyright Agreement
3. **CLE Panels Update for the 21<sup>st</sup> Annual Labor & Employment CLE:**

**a) Year in Review**

- **Moderator: Jillian Cutler**
- Presenters:
  - Lindsay Halm (plaintiff) (CONFIRMED)
  - Kelby Fletcher (defense) (CONFIRMED)

**b) Ethics (10:00 AM to 12:00 PM)**

- **Moderator: Brad Medlin**
- Presenters: Judge Erlick (CONFIRMED/Remote)

**c) WA Paid Family Medical Leave Act: 2021 Update & FMLA Interaction (9:30 - 3:30)**

- **Moderator: Angie Hayes**
- Presenters:
  - Katherine “Katie” Chamberlain (plaintiff) (CONFIRMED)
  - Aviva Kamm (defense) (CONFIRMED)

**d) Remote Work and Multistate Employee Issues**

- **Moderator: Cassandra Lenning**
- Presenters:
  - Alex Higgins (plaintiff) (CONFIRMED)
  - Julie Lucht (Perkins Coie backup if needed) (defense) (CONFIRMED)

**e) Zoom on Trial: tips for effective use of videoconferences for trial, arbitration, mediation, and administrative hearings**

- **Moderator: Carson Phillips-Spotts taking over for Mariyah**
- Presenters:
  - Ada Wong (plaintiff) (CONFIRMED)
  - Nicole Demmon (defense) (CONFIRMED)

**f) EEO Topics**

- **Moderator: Kelli Schmidt**
- Presenters:
  - Denise Diskin (plaintiff) (CONFIRMED)
  - Lauren Parris Watts (defense) (CONFIRMED)
  - Molly Powell (EEOC Judge) (CONFIRMED)

**g) Judicial Panel** – Amy Mensik spoke with Judge Bastian who was interested in presenting but anticipated he likely wouldn't be able to and he was going to reach out to Judge David Estudillo, who is currently a WA state court judge awaiting confirmation to the WDWA to see if he could step in. Amy will keep us apprised. Given difficulties and being 2 months out, should we scrap this panel and go with 6 panels? Decision - yes, let's do that and extend break times and some panel instead. Tina will let Amy, who is not able to attend today, know.

**h) Summer Grant Presentation**

- Presenter: Elyse Maffeo
- Students from Gonzaga and University of Washington will be getting awards

**4. CLE – In Person at Convention Center versus Remote**

**Tina received the email below from Shanthi at WSBA on September 7, 2021, today providing additional information about the vaccine mandate and how it will apply to our November CLE. Let's discuss tomorrow how this affects our planning.**

*At this time, in light of the Delta variant and current masking requirements, we are planning to develop and deliver CLE events virtually this fall and winter.*

*In this case, the section had expressed interest in hosting the annual CLE from the Washington State Convention Center earlier this year. We maintain a hold for the space for 11/18 and could still consider continuing with plans for both in person and webcast audiences with the following measures in place.*

*By now, you are likely aware of the BOG policy requiring vaccination for in person volunteers (this includes CLE faculty). Vaccinations are similarly required for WSBA employees. In this instance, given the current state of the pandemic, we would require in person registrations also verify vaccination status out of concerns for the health and safety of all in attendance. If your section would like to plan for an in person component, please know that faculty would be able to present in person or remotely. You might want to determine how many faculty would plan to present from the Convention Center on 11/18 as one potential consideration as you reflect on whether to proceed with an in person component.*

**a) Question – Is WSBA allowing us to do it? Carolyn MacGregor – Yes.**

WSBA is making an exception for the Labor and Employment Law Conference. Attendees would need to submit proof of vaccination when registering.

**b) Question – Has contract with Washington State Convention Center been signed? No, not yet.**

c) **What about the panelists being in person with conference remote for attendees?** The WSBA space has been reserved. Carolyn will need to get back on us to the capacity question. Confirming that WSBA conference space is at no charge.

d) **Ideas to make a remote conference better for folks?**

- Longer breaks.
- Later start time.

**\*\*DECISION: We will not use the Washington State Convention Center\*\***

**5. Summer Grantee Committee – Sarah M., Elyse, and Mariya**

- Gonzaga – Elyse Maffeo – set.
- University of Washington – Sarah Morehead – set.
- Seattle University – We are not having anyone. WSBA said that SU can designate someone who did work this summer. Mariyah reached out to SU. They never got back to her with a student.
- We will need two people to replace Sarah and Mariyah on this next year.

**6. Vacant EC positions**

- **Mariya has resigned from the Executive Committee.** Carson has agreed to take over as moderator for her CLE panel (thank you, Carson!). Please consider volunteering to take over one or both of Mariya's roles as Treasurer, YLL Liaison, and Summer Grantee Rep for SU.
- **We now have 3 vacant EC positions.** Please give some thought to defense members of the L&E section who you think would be interested in joining the committee as an interim member through Sept 30, 2022.
  - Public Sector (2-year term ending 9/2023)
  - Public Sector (3-year term ending 9/2024)
  - **Defense (taking over Mariyah's term, which goes to 9/2022)**
    - Kelli will ask Lauren Paris Watts if she has any interest.

**7. Bylaw Amendments –**

- Proposed amendments sent to General Counsel for review/input
- Next steps once we get the feedback:
  - L&E EC votes on amendments
  - Submit proposed amendments to BOG Exec Comm for review
  - Submit to BOG for review and approval

**8. September 2021 Meeting/Farewell to Members Rotating Off - cancelled**

**9. Young Lawyer Liaison –** Cassie Lenning said she is happy to fill this is as is Elyse Maffeo.

**10. Other Items:**

- **Next monthly meeting is Wednesday, October 13, 2021, at 9:00 a.m.**
- **Tina will send a Zoom invite a few days before the meeting.**