



**January 28, 2022 Annual Planning Meeting  
9:00 to 11:00 AM**

**Attendees**

Tina Aiken – Chair  
Kelli Schmidt - Treasurer  
Angela (Angie) Hayes - Secretary  
Brad Medlin – Immediate Past Chair  
Cassandra Lenning  
Amy Mensik  
Jacob Metzger  
Lauren Parris Watts  
Devon Blevins  
Carolyn MacGregor, WSBA Section Program Specialist

**Not Present**

Chiedza Nziramasanga  
Elyse Maffeo  
Carson Phillips-Spotts

1. Approval of November 2021 minutes
  - a. Motion and second to approve; no discussion; unanimous approval
2. 21<sup>st</sup> Annual Labor & Employment CLE Feedback
  - a. Review of feedback
  - b. Most criticism was re tech issues with the bar/bar system
  - c. Reviews on Content, though, were very good – most scores ranging from 3 to 5 (good/better/excellent)
  - d. Final Number of attendees/registrants = 148
3. 22<sup>nd</sup> Annual Labor & Employment CLE
  - a. Date: November 17, 2022 (tentative) – date availability still needs to be confirmed by Kevin at WSBA
  - b. Location: Washington State Convention Center or Webcast
  - c. Panels and speakers TBD at annual retreat
4. 2022 Annual Retreat
  - a. Date: April, May, or June
  - b. Location: Zoom or Sleeping Lady, Leavenworth
  - c. Coordinator: Angie will work with Sleeping Lady or a local Seattle area to coordinate in person meeting; Tina will send out a Doodle poll to select date.
5. 2022 Mini-CLEs / Informal Lunchtime Meetings

- a. Mini CLEs: Goal is to host 3-4 mini-CLEs during the year; via webinar or live presentation at WSBA Conference Center
  - b. Discussion of possible topics and dates for a mini-CLE/informal CLE:
    - i. Cassandra Lenning – USERRA topic; she’ll contact a presenter to determine availability and materials
    - ii. Amy Mensik- Legislative Update; Amy will contact Bob Battles at AWB about a legislative update when the session ends, possibly May 2022 presentation for the post-legislative update
    - iii. Lauren Paris Watts – Return to Office and DEI topic; depending on time frame for presentation February or March, this may need to be a more informal presentation
    - iv. Would section/participants be more likely to attend presentations with credit?
      - 1. Providing CLE credits may be important given the new requirement that a portion of ethics credit need to come from DEI topics
      - 2. Decided that March would be a better time for the DEI presentation, make it more formal, and offer CLE credit
    - v. Request to Carolyn for additional information on materials needed for mini-CLE credits
    - vi. Do we need WSBA involvement for informal presentations? Kelli provided WSBA information and timeline for presentations, including 6-week notice requirement for marketing purposes
    - vii. Also keep in mind the Legal lunchbox series on the last Tuesday of each month, which as included diversity topics as well.
    - viii. Per Carolyn: Section can also do informal presentations (lunch presentations; “happy hour” meetings) – If you go through WSBA CLE, section has more support and publicity; informal presentations, Carolyn can assist with setting up the zoom meeting, but publicity will be responsibility of the section
6. 2022 Executive Committee Election
- a. Need to recruit for Group 1 positions: Tina, Kelli, and Chiedza(?)
  - b. Nominating Committee: Need volunteers (3 EC members and one person who is not currently an executive committee member)
    - i. Non-member is usually someone who has rolled off the committee
    - ii. Volunteers – Brad, Jacob, Tina; Tina will ask Leslie Hagen if she’s willing to serve on the nomination committee a the non-member participant
  - c. Executive Committee member term: October 1 – September 30 (3-year term)
  - d. March 14 – April 15: Application portal open
  - e. May 16: Finalize candidate slate
  - f. May 31: Approve ballot
  - g. June 6 – June 19: Section elections
  - h. July 8: Election results communicated to Nominating Committee

i. July 29: Election results posted online

GROUP 1		
POSITION	CURRENT HOLDER	NEXT ELECTION
Plaintiff Counsel	Chiedza Nziramasanga	2022 - OPEN
Defense Counsel	Tina Aiken	2022 - OPEN
Defense Counsel	Lauren Parris Watts (replaced Mariya Khilyuk)	2022
Neutral	Kelli Schmidt	2022 - OPEN

GROUP 2		
POSITION	CURRENT HOLDER	NEXT ELECTION
Plaintiff Counsel	Cassandra Webster Lenning	2023
Public Sector Defense Counsel*	Vacant	2023
Defense Counsel	Amy Mensik	2023
Labor Union Counsel	Elyse Maffeo	2023
Labor Union Counsel	Jacob Metzger	2023

GROUP 3		
POSITION	CURRENT HOLDER	NEXT ELECTION
Public Sector Defense Counsel*	Vacant	2024
Labor Union Counsel	Bradley Medlin	2024
Plaintiff Counsel	Carson Phillips-Spotts	2024
Defense Counsel	Angela Hayes	2024

\* If proposed Bylaw amendments are approved, one of the Public Sector Defense positions would change to a position open to any individual practicing labor or employment law.

Committee members are encouraged to reach out to do possible recruiting – we have at least 5 positions to fill, with the departure of Tina, Kelli, and Chiedza

7. 2022 Officer Election
  - a. Officer term: October 1 – September 30 (1-year term)
  - b. Officers nominated and elected by Executive Committee between March and June for term beginning October 1
  - c. Current officers:
    - i. Chair: Tina
    - ii. Secretary: Angie
    - iii. Treasurer: Kelli
  
8. Bylaw Amendments
  - a. Vote on proposed Bylaw amendments (see attached)
    - i. Motion and second to approve; no discussion; unanimous approval
  - b. Next steps:
    - i. Submit proposed amendments to BOG Exec Comm for review
    - ii. Submit to BOG for review and approval
  
9. Law School Connection
  - a. Provide networking opportunities for law students
  - b. Plan lunch or virtual event at one or more law schools where attorneys/members of the section and law students can network; discuss what it's like to practice in the Labor and Employment section
  - c. Dates: TBD
  - d. Location: Law school or Zoom
  - e. Coordinator: Need volunteer
  - f. Lauren is closely affiliated with Seattle University and could be our connection there
  - g. Cassandra proposed joint event with U of W and Seattle University, with separate event for GU
  - h. Devon offered to assist with the Seattle events as a recent U of W graduate
  
10. Other Standing Committees
  - a. Communications and Website (including Listserv)
    - i. Kelli volunteered to work with WSBA to keep site updated
    - ii. Discussion re use of list serve
      1. Per Tina – member complaints about listserv, “what is the section doing to support members”;
      2. Per Kelli – we can use list serve to highlight conferences, interesting cases, but the list serve is only as active as the membership
      3. Suggested that we highlight that members have access to list serve and may post on the listserv – list serve is only as useful and active as its members
      4. Suggested that section provide brief summary of each executive committee meeting to be posted on the list serve; provide zoom link, date and time for next executive committee meeting; solicit feedback, call for CLE topic ideas and volunteer assistance

- b. Summer Grantee Committee
    - i. Gonzaga (Elyse)
    - ii. University of Washington (Amy)
    - iii. Seattle University (Cassandra)
11. Treasurer Report:
- a. Current membership is about 986 members; this will be updated after February
  - b. Section dues are \$35; \$18.75 section charge per member; \$11.25 goes to committee
  - c. Current budget is very large; initially forecast a loss for 2021, but because of continued COVID restrictions, we had very low expenses
  - d. \$94,000 in current LELS reserves

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