



Labor & Employment Law section  
January 2023 Monthly Executive Committee Meeting

January 20, 2023  
Hyatt Regency Hotel Lake Washington (Renton)

In person Attendees:

Cassie Lenning: Chair  
Lauren Parris Watts: Treasurer  
Sarah Mack  
Brad Medlin  
Elyse Maffeo  
Colin McHugh  
Matt Kelly

Zoom Attendees:

Tina Aiken: Immediate Past Chair  
Carson Phillips-Spotts  
Amy Mensik

Not Present:

Angie Hayes – Secretary  
Dave Gabba  
Jacob Metzger  
Joanna Cleveland

- Cassie called the meeting to order at 9:51 a.m. – Quorum was established.
- Approval of December 2022 minutes –
  - Matt moved to approve; Elyse seconded;
  - Motion passed and Minutes were approved.
- Gifts for our Nov. Annual CLE Panelists –
  - Angie coordinated the gifts for presenters and sent out very nice baskets from Harry and David in December
- Budget update (Lauren) –
  - Lauren explained the new accounting system by the Bar – our fiscal year is October – September, while the dues year is Jan.-Dec.

- In the past dues would be applied to the fiscal year, but now the Bar does things differently – now only 75% of the dues is credited to the fiscal year, and anything above that goes in later
  - The seminar splits are also extended; we get 100% of the seminar fees up to a certain dollar amount, and then it is a 70/30 split with the WSBA after that – online seminar dues are credited the following fiscal year.
  - Many people have told the bar they are upset about the new accounting because it doesn't accurately reflect the monies for each section; the L&E Section budget is very healthy – we started this year with approx. \$108,000
- 23rd Annual Labor & Employment CLE
    - Date: November 10, 2023 – Brad is going to confirm that the Convention Center has actually held this date for us
    - Location: Washington State Convention Center or Webcast – we had some discussion about asking for a smaller room with better Wi Fi access – Brad will ask about that
    - Panels and speakers TBD at annual retreat
- 2023 Annual Retreat
    - Date: Late May or June – everyone agreed this was good timing
    - Location:
      - Previously Sleeping Lady
      - Other potential locations? – several other locations were proposed: Semiahmoo Resort (Blaine); Alderbrook Resort & Spa (Union/Hood Canal); Suncadia Resort (Cle Elum); Cedarbrook Resort (SeaTac); Post Hotel (Leavenworth) – after some discussion, it was decided that Suncadia or Post Hotel would be the most central.
    - Coordinator: Sarah volunteered to coordinate – she will look into pricing at Suncadia and Post Hotel for one or two nights room rates, meeting space with A/V, a Friday dinner and Saturday breakfast and lunch, with 10-12 attendees; if there is a two-night minimum for that time of year, Elyse will look into having a speaker come to support a two-day program, likely focused on diversity and inclusion; a request was also made to ask about dog-friendly rooms; Sarah will report back no later than the February meeting
    - Topics at the retreat will include Annual CLE planning, budget for next year, and Board officers for next year
- Law School Connection
    - Seattle University – Lauren reached out to her contact at SU again to see if a March date will work; she will also explore the idea of having both SU and UW students at the same event on the SU campus;
    - UW – no update on UW; Elyse said she will help coordinate with the UW
    - Gonzaga – no update on Gonzaga – we feel that there will be enough attorney interest for an in-person event at Gonzaga, we just need to get a date and see if the Gonzaga grantee can help drum up student interest

- Both of our summer grantees who attended the CLE conference in person, Kate Calhoun (Gonzaga) and Conor Trapp (Seattle Univ), volunteered to help coordinate with their respective schools.
- The idea will be a law student/attorney mixer with food, where students can network; we will look to the grantees to help plan something that will draw in students and also to publicize; trying to nail down dates soon so we can get this on the books
- 2023 Mini-CLEs / Informal Lunchtime Meetings
  - Mini-CLE re Return to Work and DEI – Lauren
    - Date – Lauren checked in with her speaker and either 3/22 or 3/29 will work; now awaiting confirmation from the Rainier Club on one of those two dates;
    - WSBA will coordinate the registration and announcements, but we need to monitor more closely to make sure the announcements actually go out in a timely manner; Lauren would like to push out the announcement 3-4 weeks before the event because the Rainier Club requires 5-day advance notice of total count.
    - Once we have a date, Cassie will send out a blast to other groups to publicize the event;
    - Lauren will look into whether we can make a notation on the registration page about whether the person is a member or non-member to avoid accidental charges for members
  - Other Mini CLEs
    - Dates: TBD (goal is to host 3-4 mini-CLEs during the year) we discussed timing of CLE to be in June and September
    - Locations: Webinar or WSBA Conference Center
    - Potential Topics:
      - New job posting/wage equity rules; idea is to present on this topic with a defense lawyer and an L& I rep; Colin will look into an L&I representative
      - Labor panel to discuss the ABCs of labor law/the crossroads of labor and employment law/everything you wanted to know about labor law but were afraid to ask/coordinating labor and employment law issues when there are both private and state law causes of action – Elyse, Sarah and Brad will help with this topic
    - We also discussed inquiring with the WSBA to add a box to check for either labor or employment side work when registering for the L&E section so that we might have an idea of the section demographics
  - Informal Lunchtime Meetings
    - This topic was tabled for a future meeting
- Summer Grantee Committee:
  - 2023 Committee Members: need volunteers
    - Gonzaga – Colin will take on Gonzaga.
    - University of Washington – Amy will stay on with UW.

- Seattle University – Matt will take on SU.
- 2023 Executive Committee Election
  - 5 EC members whose term ends this year:

<b>Terms Ending 9/30/2023</b>		
<u>Position</u>	<u>Current Holder</u>	<u>Running for Re-election?</u> <u>Open Position?</u>
Defense Counsel	Amy Mensik	Will run again
Defense Counsel	Sarah Mack	Will run again
Plaintiff's Counsel	Cassie Lenning	Will run again
Labor Union	Elyse Maffeo	About 70% sure she is rolling off
Labor Union	Jacob Metzger	Cassie believes he is likely to roll off

- Lauren said that due to personal circumstances, she may have to vacate her position earlier than 2025, which would leave her position open.
- Cassie will turn in the election form to WSBA in mid-February listing the open positions
- Cassie reported the following election timeline:
  - March 13 – April 17: Application portal open
  - June 5 – June 19: Elections voting open
- Brad, Matt and Lauren volunteered to be on the Nominating Committee: Cassie will send the By-Laws to Brad for review so they can move forward and to see if they need another member of the committee who is not an executive committee member
- 2023 Officer Election
  - Officer term: October 1, 2023 – September 30, 2024 (1-year term)
  - Officers will be elected during the retreat
  - Officers need to be reported to the WSBA by June
- Meeting was adjourned at 11:13 am