



**Labor & Employment Law Section  
Meeting August 10, 2022**

Zoom Attendees:

Cassandra Lenning – Acting Chair  
Angie Hayes – Secretary  
Brad Medlin – Immediate Past Chair  
Kelli Schmidt – Treasurer  
Lauren Parris Watts  
Carson Phillips-Spotts  
Amy Mensik  
Elyse Maffeo  
Sarah Mack  
Dave Gaba  
Colin McHugh

Sally Romero-WSBA  
Julianne Unite-WSBA  
Shanti Raghu -WSBA

Not Present:

Tina Aiken - Chair  
Jacob Metzger  
Chiedza Nziramasanga

Carolyn McGregor-WSBA

**August 2022 Monthly Meeting**

- Approval of July 2022 minutes – moved and approve with modification/correction to Kelli Schmidt’s panel description for CLE (removed “ethics”)
- 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
  - Session Title and Description: Due August 19, 2022 (See attached Timeline. This new deadline is about 6 weeks earlier than last year’s deadline and is intended to help keep our print marketing on track.)

- 1) Cassie will also send Save the Date email to Section
- Written materials: Due October 7, 2022 (Each session must include written materials that “cover those matters that one would expect for a professional treatment of the subject.” PowerPoints should only be used as a supplement to the written materials.)
- Panels: (moderators please provide update on speakers and topic)
  - 1) PFML –Angie
    - Plaintiff side speaker: pending
    - Defense side speaker: pending
    - Third speaker: Jason Barrett, ESD
  - 2) Language/Generational issues – Lauren
    - Requests out to Vicki Slade and Jillian Cutler for plaintiff side
    - LPW is generating additional ideas for speakers
  - 3) Legislative Update – Cassie
    - Plaintiff side speakers: Jesse Wing and Andrea Schmitt
    - Defense side speaker: Aviva Kamm
  - 4) Investigations – Nuts and Bolts – Kelli
    - Confirmed Speakers: Sarah Mack, Sara Derry and Onik’a Gilliam-Cathcart
    - Investigator
  - 5) Litigation – Carson
    - Plaintiff side speaker: Alex Higgins (potential)
    - Defense/management side speaker: Brendan Monahan (Stokes Lawrence in Yakima) – if Brendan Monahan is unavailable he may have colleagues who can participate
  - 6) EPLI – Amy
    - Jeff Boudell – in-house counsel for Travelers Insurance
    - AM’s panel intends to have a portion of presentation covering ethics topic related to EPLI
  - 7) Ethics – Brad
    - Speaker: currently no speaker available
    - Ethics around investigations, atty client privilege, litigation issues
    - Natasha Martin declined but may be interested in the future
    - Alternative options – reach out to UW to ethics professors; possibly Seattle University
    - Discussion of ethics coverage/credit being split between two or more presentations; Amy Mensik and Kelli Schmidt may be able to incorporate ethics into their presentations for a total of an hour
- Discussion of Price Point for CLE – eliminated cost of lunch; per Sally Romero, cost of CLE is \$275 with discount for section members
- Discussion of grantee program/CLE presentation – whether travel arrangements need to be made for GU student to attend (per Brad, yes) –

- Per Julianne – student needs to book airfare 2 weeks in advance (economy) and will be reimbursed; needs to be covered/accounted for in FY 23 budget; if not, our draft budget can be modified before August 26<sup>th</sup> ;
- Discussion to permit GU/Spokane recipient to attend via Webcast/virtual to save cost and time of travel
- Seminar Expenses: increase this line item to include law student travel for LELS CLE
- 2022 Mini-CLEs / Informal Lunchtime Meetings
  - Mini-CLE – Lauren
    - Topic: Return to Work and DEI
    - Date/Time: August 30 @ noon
    - Speakers: Lauren and Iskah Singh, Fortive Corporation
    - Location: Rainier Club, with lunch
    - No charge for members; \$30 for non-members
    - Estimate 100 attendees
    - Initially intended to qualify for DEI credits, but will occur before the DEI requirements are implemented; will qualify for CLE/ethics credit
    - Contract has been approved with Rainier Club.
    - Shanti will follow up today to confirm when the CLE registration is live; E-blast advertisement will go out broadly; but if needs to be narrowed send out to LELS, solo/small practice; business law; corporate counsel; litigation; LGBT Law; civil rights
    - Registration closes by 8/22 for food purposes – plated lunch with vegan option
    - Lauren will email list serve to “hold the date”
    - Kelli Schmidt volunteered to assist with front end check in
  - Mini-CLE –
    - Topic: COVID and Employment Law – CANCELED DUE TO ILLNESS
    - Date/Time: July 28 from 12-1pm
    - Speakers: Seth Rosenberg and Aaron Rocke
- 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
    - Dean of center for professional development; he will reach back out to Lauren re an evening networking event; intended to include UW in the event as well
  - UW – Devon
    - Cassie will contact Devon to see where they are at
  - Gonzaga – Angie
    - Still working to GU staff to organize date/time/event

- Summer Grantee Committee
  - Gonzaga (Kate Calhoun) – Elyse
    - Discussion of grantee attending CLE in person via webcast (See above)
    - Student needs to make own travel arrangements and will be reimbursed by WSBA according to reimbursement limits/requirements
  - University of Washington – Amy
    - Recipient is Siham Ayoub
    - Written confirmation needs to be provided to WSBA to confirm name/info of grant recipient
    - W9 form from recipient should ; can take up to 2 weeks to get check issued, or can sign up for direct deposit
  - Seattle University (Connor Trapp) – Cassie
- Budget – Kelli
  - May need to tweak seminar expenses line item to include travel expenses for student grantee (See discussion above)
  - Draft budget can be modified until 8/26; BOG approves/final budget at meeting in September
  - No vote required to approve section budget (per bylaws)
- September 2022 Meeting
  - Welcome new members / Farewell to members rotating-off
    - Discussion of call-in option (per Julianne, WSBA strongly encourages this type of participation since it is a WSBA business meeting)
    - Committee members attending will have to comply with WSBA vaccination requirement – including first booster shot if eligible, or an eligible exemption
  - Potential Locations:
    - Cortina; Rainier Club, General Harvest, Autumn, or Haymaker Seattle
    - Sarah Mack has volunteered to contact Cortina
    - Limit of \$75 per person; alcohol not covered
    - Will be paid by WSBA (vs. reimbursement)
  - Please respond to Doodle poll sent on 8/4 regarding your availability - ASAP
- Communications and Website – Kelli, Angie
  - Website updates should be sent to Carolyn for update
  - Meeting minutes/meeting synopsis should be sent to list serve after the minutes are finalized
- NEXT BAR STRUCTURE MEETING – SATURDAY 8/13; ONLINE ONLY; BOG will be making some decisions about structure of the bar going forward
- Next meeting will be September dinner meeting; date/location/time TBD