



Labor & Employment Law Section  
October 12, 2023 Monthly Executive Committee Meeting Minutes

Members Present via zoom:

Cassandra Lenning, Chair  
Sarah Mack, Secretary  
Fallon Schumsky  
Jessica Kang  
Carson Flora  
Kira Johal  
Brad Medlin  
Carson Phillips-Spotts  
Angela Hayes

Carolyn MacGregor, WSBA Section Program Specialist

Members Absent:

Matthew Kelly, Treasurer  
Colin McHugh  
Joanna Carey Cleveland  
David Gaba

- Approval of August 2023 minutes – quorum was established and August Minutes were approved.
- Fiscal Year 2024 (Oct. 1, 2023-Sept. 30, 2023)
  - Cassie reminded all that Elise, Amy, Jacob, and Lauren rolled off Executive Committee
  - Cassie welcomed Carson F., Fallon, Jess, and Kara who are starting their terms as voting members – There was a motion to officially appoint K. Johal to fill the position left open by L. Paris-Watts’ departure, motion was seconded, and K. Johal motion passed unanimously
- Section Annual Report
  - Due Oct. 13
  - Cassie asked the Committee for their 2023-2024 Top Goals & Priorities; committee members agreed upon the following priorities:
    - Continue to provide quality mini CLEs, at least one per quarter;

- Increase law student interaction and participation in the section and grant recipients' involvement with section programming; include at least two law student events during year (fiscal year runs from 10/1 – 9/30);
  - Increase relevant content to members through listserv; and
  - Add informal lunch meetings on important topics throughout the year
- Upcoming Mini-CLE
  - Date/Time: Oct. 27 from 12:00-1:30
  - Location: both in-person at the WSBA offices and remote option
  - Topic: The Latest on Washington Non-Compete Agreements
  - Speakers: Kelby Fletcher, Jesse Wing, and Sheryl Willert
  - Carson F. coordinating in-person; Collin coordinate remote attendance
  - In person capacity was reached quickly, so a webinar option was also added, and it has also been getting a lot of registrations
  - Cassie will send reminders about the event through listserv
- 23rd Annual Labor & Employment Law Conference
  - Date: Friday, December 1
  - Location: Rainier Club
  - Food/Beverage: Breakfast and lunch will be provided (to meet food and beverage minimum); there was a brief discussion about minimizing food waste, which should be accomplished through plated meals versus boxed meals; cost of the meal is included in the registration cost
  - Reminder that panels must have materials submitted to WSBA by 11/17/2023
  - Panels:
    - Federal Court Spotlight: Polishing Up Your Discovery Tools for Employment Cases
      - Moderator: Sarah
      - Confirmed Speakers: Judge Ricardo S. Martinez, Judge Jamal Whitehead, and Judge Michelle Peterson
      - Length: 1 hour
      - Timing: This panel will likely be first at approx.. 8:30 a.m.
      - Sarah has been in contact with participants and planning is progressing; Sarah will incorporate an ethics discussion for 0.5 CLE credit
    - Strikes, Pickets, & Walkouts ...Oh My!
      - Moderator: Brad
      - Confirmed Speaker: Harry Johnson
      - Length: 1 hour
      - Timing: This presenter will likely be second so presenter can fly home that night
      - Brad has been in contact with presenter and planning is progressing
    - Drug Testing: Statutory Developments & the Science Behind
      - Moderator: David/Angie
      - Confirmed Speakers: Catharine Morrisette

- Catharine will discuss state of the law and new statutory developments
    - Potential “science” speakers – Angie and David are still looking for an additional speaker who can address the science of cannabis testing and the future of testing active versus inactive THC – Angie will reach out to Catharine to see if she has an expert that might be willing to participate
    - Length: 1 hour
    - Timing: This presenter will likely be fourth in the program, in the early afternoon
  - Sexual Harassment: Ending Arbitration, Third-Party Obligations
    - Moderator: Cassie
    - Confirmed Speakers: Diego Rondón Ichikawa, Becky Andrews, and Beth Joffe
    - Length: 75 minutes
    - Cassie has been in touch with the panelists and planning is progressing
  - AI in the Workplace
    - Moderator: Matt was not present to provide an update, but Cassie has received some information from him
    - Confirmed Speakers: Matt Scherer and Rachel See
    - Length: 75 minutes; will likely be third in the program as both speakers are from out of town and that will allow them to finish by lunch
    - Notes: this is planned for 0.5 credits of CLE
  - Non-Sense: Non-competes, Non-solicits, Non-disparagement, & NLRB Developments
    - Moderator: Colin was not present for an update
    - Confirmed Speakers: Helen McFarland and Sara Amies
  - Happy Hour sponsored by Seyfarth Shaw
    - The committee discussed whether the happy hour should occur right before the last panel or after the last panel; the Committee determined that it should be at the end of the event this year, and will revisit that timing in future years
    - The Rainier Club has reserved a separate space for the happy hour
  - Miscellaneous
    - Cassie will follow up with Sally about getting presenter release forms, etc.
- Carolyn reminded the Committee about orientation for new section leaders on November 13 from 9-11 am. This is a virtual event, and she encouraged all to attend, even if not a new Committee member as it provides a great refresher; this event is also recorded for later viewing