



Labor & Employment Law section
October 8, 2024 Monthly Executive Committee Meeting Minutes

Members Present:

Cassandra Lenning, Chair
Matthew Kelly, Treasurer
Sarah Mack, Secretary
Brad Medlin
Colin McHugh
Angela Hayes
Heather Shook
Greg Ferguson
Andrea Scheele

Carolyn McGregor, WSBA Liaison

Members Absent:

Carson Flora
Jessica Kang
Fallon Schumsky
Beth Kidd

- Meeting was called to order at 9:07 a.m.; quorum established
- September 2024 meeting minutes approved
- Cassie welcomed new EC members; it is exciting to have four new Committee members and a full Committee for the first time in a while; explained that she would send around a survey to determine whether there needed to be a new meeting day and time
- Cassie noted that she was working on the 2024 Section Annual Report and would submit it by the due date of October 11, 2024
- 24th Annual Labor & Employment Law Conference
 - Date: Friday, Nov. 22
 - Location: Rainier Club
 - Cassie urged all Committee members to attend in person and spread themselves amongst tables to connect with members

- Cassie reminded the moderators that written materials are due to Sally by 10/25/2024; Power Points are due about three days ahead of conference; and the WSBA will reimburse speakers for mileage and parking expenses
- Cassie will schedule a walk through to check screens, speaker set up and disability access;
- Lunch has been extended by 15 minutes and a request has been made to have salads on the table as people are seating themselves; if necessary, the grant recipient presentations can be in the room where lunch is held to allow for people to finish eating before resuming the conference panels
- Cassie then reviewed the conference schedule and asked for reports on the status of the panels:
 - 8:25 a.m. Welcome and Introductions - Cassie
 - 8:30 a.m. - The Art of Resolution: Tips for Effective Mediation
 - Presenters: Jessie Harris, Nancy Maisano, Kathleen Wareham
 - Moderator: Sarah
 - All is running smoothly; panelists have met and materials are being prepared
 - 9:30 a.m. -- The Interplay Between Workers' Compensation and the Americans with Disabilities Act (ADA) and the Washington Law Against Discrimination (WLAD)
 - Presenters: Jennifer Troung and Brian Wright
 - Moderator: Matt
 - All is going as planned
 - 10:30 a.m. BREAK – Cassie will check in with the Rainier Club regarding snacks and drinks during this break
 - 10:45 a.m. -- Dance Like No One Is Watching, Post Like Your Employer Will View It
 - Presenters: Sara Amies and Erica Shelley Nelson
 - Moderator: Brad
 - All is coming together; Sara needs to have an updated bio as her former employer is currently reflected on the agenda; Brad will follow up on that
 - 12:00 p.m. LUNCH – in a separate room like last year; see above for details
 - 1:15 p.m. -- Summer Grantees Presentation – at least one of the recipients will attend in person (Elise from Gonzaga); Cassie will ask Sally to reach out to the UW recipient (Shelby) to find out about her attendance
 - 1:30 p.m. -- ABCs of Labor Law PLUS what's next under new U.S. President _____'s Board?
 - Presenter: John D'Elia
 - Moderator: Carson Flora
 - Carson not present today for an update; Cassie will follow up with her to find out whether she still plans to have a mixed media portion of the presentation
 - This speaker is flying in from D.C.

- 2:30 p.m. -- Wage and Hour Headaches: What employers need to know about ensuring wage and hour compliance and conducting audits
 - Presenters: Darren Feider and James Pizl - Entente Law PLLC, Puyallup, WA
 - Moderator: Angie
 - Angie thanked Cassie for arranging the time change for the panel; these two presenters will work well for this presentation; they have a lot of work together, know each other well, and get along
 - Darren will be putting together the presentation materials, which will follow the life cycle of an employee;
 - Angie noted that she is trying to come in person, but may have a conflict; Colin said he would be able to moderate if Angie is not able to be there
- 3:30 p.m. BREAK
- 3:45 p.m. -- The Future of DEIA in the workplace Following Students for Fair Admissions v. Harvard
 - Presenters: EEOC Vice Chair Jocelyn Samuels, Craig Leen, Cassie
 - Moderator: Jess
 - Jess was not present to provide an update, but Cassie had information to share; this panel was just finalized the week prior and panelists were meeting this week to prepare outline and talk about materials; one of the panelists will fly in from D.C.
 - Angie volunteered to coordinate speaker gifts; she would like to get them out soon after the conference; each moderator is responsible for getting address information to Angie ASAP; there is a budget of \$100 all in for each gift
- Budget update: Matt noted that we don't have the September report yet, so the numbers he has are current as of August; we are right on track for budgeted expenses for the year; August balance was \$166,066.82 and after expenses, \$92,966.18
- January Breakfast meeting:
 - Cassie explained that we should start planning this now since we have the holidays coming before the January meeting
 - Andrea volunteered to coordinate; she will send out a Doodle poll for a Tuesday-Thursday in the second or third week of January; Cassie suggested a 9:30 or 10:00 start time to try and avoid some traffic for those who have to commute
- Mini-CLEs ideas:
 - We have held three mini CLEs this year and it is not likely we will have time for more
 - Cassie noted that we have two ideas already lined up for our next mini CLEs
 - Cassie has been coordinating with Kelby Fletcher for an appellate update
 - Fallon let Cassie know that she would like to have a mini CLE on legal & organizing strategies in the gig economy
 - Topic: Due to non-traditional models for workers' rights that have been created to respond to the gig economy/independent contractors. Teamsters

Local 117 was integral in supporting the creation of a separate organization called the Drivers Union which was founded to provide passenger drivers who work for app-based transportation platforms (Uber/Lyft) to have a voice and deactivation protections. This is one of the first organizations of its kind. Passed Legislation in the City of Seattle that brought drivers fair pay, sick time, and deactivation protections. Replaced recently by a new state law that expands those protections to drivers across the state, despite the drivers not being considered traditional “employees”. Washington serves as a model for states across the country trying to provide similar rights to drivers.

- Potential presenters: General Counsel of the Drivers Union, she could speak to the policy/legislation side of the work
 - This will be entirely online and planning for February 2025
- Carolyn introduced herself to new members – she is the staff liaison between all sections and WSBA; she welcomes all questions and is here to help support the sections
 - Meeting was adjourned at 9:49 a.m.