



Labor & Employment Law Section
January 17, 2024 Monthly Executive Committee Meeting Minutes

Annual Planning Breakfast – Andaluca, Seattle

Members Present:

Cassandra Lenning, Chair
Matthew Kelly, Treasurer
Sarah Mack, Secretary
Jessica Kang
Carson Flora
Brad Medlin
Carson Phillips-Spotts

Members Absent:

Kira Johal
Angela Hayes
Fallon Schumsky
Colin McHugh
Joanna Carey Cleveland
David Gaba

- Meeting called to order at 9:20 pm – quorum established
- Approval of November 2023 and December 2023 Minutes – both sets of Minutes approved
- Closing out 2023 Annual Conference
 - Review of panels/speakers: reviewed comments/feedback provided by attendees to the WSBA; overall great ratings and feedback; some comments about sound quality will be addressed; Committee thinks we should build in an additional 15 minutes for lunch and add more chairs to room for seating as attendance changes over the course of the day
 - Review of location: Committee prefers the Rainier Club to the Convention Center; better feel to the space and accommodates number of attendees better; would like to hold Conference there again next year if possible
 - Speaker gifts – Jess will coordinate the ordering of gifts and gathering of addresses of speakers – no alcohol per WSBA policy; nothing with food for Judges

- 24th Annual Labor & Employment CLE
 - Date: Committee discussed other potential conferences and events in the late-November/early-December timeframe and decided to target the Annual Conference for Nov. 21 or 22 or Dec. 5 or 6 – Cassie will inquire about both sets of dates
 - Location: Committee prefers the Rainier Club
 - Panels and speakers TBD at annual retreat

- Discussion of meeting day/time and EC attendance – Cassie has run another poll and for the third time the most popular date and time for meetings came up as Thursday at 12:30 and second most popular is Tuesday at 12:30; however, we are having trouble getting quorum on these days and times; poll may be skewed by people voting who aren't actually attending the meetings; Committee agreed to try an alternate date and time for meeting this year to see if it helps increase attendance – Tuesdays at 9:00 a.m. – Cassie will send out a revised invitation

- Budget update (Matt) – budget is looking okay right now, but we are looking at a deficit; projected revenues from section dues and CLE splits are \$50,863.00; projected expense are approx. \$73,000 – projected definite is approx.. \$23,000 – not an issue right now because we are spending down large carry-overs from previous years, but that will catch up eventually; CLEs and splits are projected to be about \$29,000 – Committee discussed ideas to bring in additional funds this year and determined that for mini CLEs we will charge non-section members \$30 to attend

- Law School Connection event – Committee would like to continue to conduct an event for law students – last year had decent attendance, but the format needs to change; discussed a panel style or speed-networking style, where students have a few minutes to talk to attorneys from different areas of labor and employment law to get an understanding of the differences, and then pizza and mingling at the end; also highlight at the event that we help sponsor summer grants
 - Date: targeting spring 2024
 - Location: UW
 - Coordinator: Carson Flora

- 2024 Mini-CLEs / Informal Lunchtime Meetings
 - Goal is to host 3-4 mini-CLEs during the year
 - Topic ideas: Kelby Fletcher proposed an Intro to Native American Law and its intersection with employment law, with speaker Derek Red Arrow Frank at Stokes Lawrence; may bring back past idea of the intersection between Labor and Employment Law; Reasonable Accommodation highlighting intersection with L&I return to work restrictions and/or mental health accommodations; potential Wage and Hour topic
 - Coordinators: Matt will coordinate min CLE #1 with Kelby Fletcher targeting February, March or April – Carson Phillips-Spotts will coordinate CLE #2 and target June-July

- 2024 Annual Retreat – want to start planning now because dates fill up and contract review through the WSBA can take a long time
 - Date: Mid- to Late-May
 - Location: TBD – discussed St. Edwards in Kenmore, Suncadia – Sarah will look into other potential locations and bring back ideas to the Committee
 - Coordinator: Sarah

- Summer Grantee Committee:
 - 2024 Committee Members: need volunteers
 - Gonzaga - Colin
 - University of Washington – Carson S.-P.
 - Seattle University – Matt

- 2024 Executive Committee Election – we need to start recruiting potential candidates who are enthusiastic about participating on the Committee – we need active members so that all of the work doesn’t keep falling on the same 6-7 people – Kelby Fletcher is a good choice; he has run previously and wants to be involved; very proactive in planning the mini CLEs
 - 5 EC members whose term ends this year:

Terms Ending 9/30/2024		
<u>Position</u>	<u>Current Holder</u>	<u>Running for Re-election? Open Position?</u>
Defense, Private Practice	Angie	We are hoping she will stay involved and run again
Defense, Private Practice	Jess	Will run again
Defense, Private Practice	Kira	Status unclear; currently on indefinite leave from work
General L&E	Joanna	Has indicated that she likely will not run again
Labor Union	Brad	Will run again
Labor Union	Carson Flora	Will run again
Labor Union	Fallon	Hoping she will run again
Plaintiff	Carson Phillips-Spotts	Will likely not run again

- Election Timeline:
 - Feb. 12: Section election form due

- March 11 – April 15: Application portal open
 - June 3 – June 17: Elections voting open
- Nominating Committee:
 - Need volunteers (3 EC members and one person who is not currently an executive committee member) – Colin, Matt and Cassie have volunteered and they will find one non-EC member to be on the committee
- Meeting adjourned at 10:28 a.m.