



Labor & Employment Law Section
February 13, 2024 Monthly Executive Committee Meeting Minutes

Members Present:

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

Carolyn MacGregor, WSBA Section Program Specialist

Members Absent:

Kira Johal
Angela Hayes
Fallon Schumsky
Joanna Carey Cleveland
David Gaba

- Meeting called to order at 9:04 am – quorum established
- Approval of January 2024 Minutes – Minutes approved
- Update re speaker gifts: Jess found premade or custom boxes on BoxFox; budget is \$100 per speaker; Jess will get the boxes made up and sent out
- 2024 Executive Committee Elections – Cassie discussed the current status of open positions for elections and who is running again

Terms Ending 9/30/2024		
<u>Position</u>	<u>Current Holder</u>	<u>Running for Re-election?</u> <u>Open Position?</u>
Defense, Private Practice	Angie	Confirmed Yes
Defense, Private Practice	Jess	Confirmed Yes

Defense, Private Practice	Kira	Presumed No
General L&E	Joanna	Confirmed No
Labor Union	Brad	Confirmed Yes
Labor Union	Carson Flora	Confirmed Yes
Labor Union	Fallon	Confirmed Yes
Plaintiff	Carson Phillips-Spotts	Confirmed No

- Nominating Committee: Cassie, Matt, and Colin – Matt found a nonmember attorney who will complete the committee so they can move forward
- Candidates for Open Positions: Committee members discussed potential people to reach out to about running for positions including Diego Rondón Ichikawa, Kelby Fletcher, Sara Amies, Heather Shook and Beth Bloom
- Election Timeline:
 - March 11 – April 15: Application portal open
 - June 3 – June 17: Elections voting open
- Law School Connection event – the Committee discussed the format and settled on different stations organized by practice type, i.e., plaintiff, defense, labor, etc., where students can go speak with practitioners to get an idea of the different labor and employment practice areas, followed by general social time with food and drink
 - Coordinator: Carson Flora
 - Date – aiming for April date
 - Location – UW is first choice, but if they don’t want to host we’ll go with SU again
 - Carolyn let us know that the Bar can assist with the registration and RSVP process
- Summer Grantee Committee: Cassie updated the timeline, directions, university contact information, etc., for the committee; this is the time to start reminding law schools that we have a \$7500 grant; students must use the grant for a labor or employment position in WA state to qualify; Cassie reminded the committee members to ask the Universities how much they are providing to the grantees
 - 2024 Committee Members:
 - Gonzaga - Colin
 - University of Washington – Carson Phillips-Spotts
 - Seattle University – Matt
- 2024 Mini-CLEs / Informal Lunchtime Meetings – the Committee discussed potential ideas for this year’s CLEs in follow up to the discussion at January planning breakfast
 - Goal is to host 3-4 mini-CLEs during the year
 - Previous topic ideas:

- Reasonable accommodation under various statutes, such as DV, Healthy Starts, etc.
 - Potential Speakers: Cindy Heidelberg, Arroyo case; Ami Decelle, Costco; Carolyn Ladd, Boeing
 - ABCs of Labor Law (and potentially its intersection with employment law)
 - Everything you wanted to know about labor law, but were afraid to ask and/or coordinating labor and employment law issues when there are both private and state law causes of action.
 - Pregnant Workers Fairness Act and Pump Act
 - The Committee settled on the following initial plan:
 - Matt will coordinate the first CLE as previously discussed regarding Introduction to Native American Law and its intersection with employment law; Kelby Fletcher and Derek Red Arrow Frank are the proposed speakers; targeting a February/March/April date
 - Carson Phillips-Spotts will coordinate the second CLE on the Pregnant Workers Fairness Act and Pump Act, as well as the Healthy Starts Act and other topics related to reasonable accommodations; this presentation will include hypotheticals; proposed speaker is Katie Chamberlain; targeting a June/July date
 - CLE number three will focus on the ABCs of Labor Law, including Handbooks, regulations, employee rights, manager versus non-manager considerations and rights, etc; need a coordinator and potential speakers; targeting September/October date
 - Cassie welcomes additional ideas for mini CLEs
- Budget update – Matt stated there were no new updates since the January meeting
- 2024 Annual Retreat – Sarah presented three proposals:
 - The Woodmark (Kirkland), Cedarbrook (SeaTac) and Alderbrook (Hood Canal) – the room rates ad food and beverage rates are all in the same ball park with the Woodmark being on the higher end; Alderbrook only had one night available (May 31) and no option to extend and extra night; all places had pet friendly rooms
 - Date: Initially Sarah looked at the May 31 weekend, but based on availability, she will look at an earlier weekend in May instead, targeting May 17-18
 - Location: Committee members generally preferred Alderbrook based on the proposals, and there was a request to look at The Lodge at St. Edward National Park in Kenmore – Sarah will follow up and get a proposal from them
- 24th Annual Labor & Employment CLE
 - Potential Dates: Nov. 21 or 22 or Dec. 5 or 6
 - Location: Cassie will follow up to confirm Rainier Club availability
- Meeting adjourned at 9:56 a.m.