



Labor & Employment Law section
March 2023 Monthly Executive Committee Meeting
March 9, 2023 MINUTES

Present:

Cassie Lenning – Chair
Lauren Parris Watts – Treasurer
David Gabba
Carson Phillips-Spotts
Sarah Mack
Brad Medlin
Colin McHugh
Matthew Kelly
Elyse Maffeo

Not Present:

Angela Hayes – Secretary
Tina Aiken – Immediate Past Chair
Jacob Metzger
Joanna Cleveland
Amy Mensik

- Cassie called the meeting to order at 12:35 pm and quorum was established
- Approval of February 2023 minutes – moved, seconded and unanimously approved with one minor edit – Sarah’s name was corrected in a few places (corrected February Minutes attached)
- 2023 Executive Committee Elections
 - Cassie reported that non-EC member Kira Johal had been added to the nominating committee;
 - Cassie confirmed that she, Sarah and Amy will run for their positions again; Elyse and Jacob will be rolling off, so we will need to find two new labor attorneys who are interesting in running for the Executive Committee;
 - Cassie reviewed election timeline and reminded everyone that candidate applications open on Monday, March 13th;
 - Brad reminded current committee members who need to run again that we need to submit our application materials just like any other candidate and go through the same election process;

- There was discussion that there was one person who ran against Elyse last time who may be interested in running again; Elyse will also reach out to her contacts to see if there is anyone interested in the labor position(s).
- Law School Connection
 - Joint Seattle University / UW event – Lauren updated everyone on the status of this event it has been confirmed as follows:
 - Date: March 23, 2023
 - Time: 5:30-7:00
 - Location: Seattle University – 2nd floor gallery
 - Food: Mad Pizza, salad and soda
 - The RSVP went out to the List Serve and attorneys and students have begun to respond – to date there are nine attendees, only one of whom is a law student – Lauren has asked that we circulate the RSVP link to our own network – she will follow up with SU to follow up with the students – Lauren is hoping for 40-50 attendees – Lauren had reached out to the UW as well, but to date the UW has not responded and she decided to move forward without them
 - Gonzaga – Angie was not available at this meeting for an update
- 2023 Mini-CLEs / Informal Lunchtime Meetings
 - Mini-CLE re Return to Work and DEI – Lauren updated us on this event; we are all set to go on March 29 from 12:15-1:15 at the Rainier Club; it turns out the deposit check from last year never made its way to the Rainier Club, but the WSBA is working that out with them and it won't hold things up; the Club is reserved for 100 people; Lauren will connect with the WSBA on the number of RSVPs to date; WSBA is supposed to send out the invite to the broader bar association by the end of this week; RSVPs are open until March 24th and will then close so that we can give the Club the required one week notice to order enough food; we discussed that this event will be open to in person attendees only; free attendance to L&E members and law students is a benefit of membership
 - Mini-CLE re WA Appellate Update – Matt updated us on this event – we are all set to go on April 13 from 12:30 – 1:30 in person and virtually; Kelby Fletcher will have a 30-45 minute presentation with about 15 minutes at the end for questions; Matt will draft a blurb about the CLE to go out on the List Serve when it gets a little closer and he will get the registration link set up through Carolyn;
 - Mini-CLE re Equal Pay Opportunities Act/ Pay Transparency – Colin updated us on this event – we are almost all set to go on this – Colin has secured Luz at L&I who already has a slide deck ready on this topic; since this is a complete presentation with just L&I, the decision was made not to add additional speakers; it looks to be approximately one hour with time for questions – the plan is to have

a hybrid presentation with in-person at the Bar offices in Seattle, and will aim for a July timeframe if possible; Matt will send mini CLE form to Colin

- Mini-CLE re Labor Law (and potentially its intersection with employment law) – Sarah and Elyse noted that the group has not met to discuss details on this proposed mini CLE yet, but it is still planned for the early Fall timeframe; several topics are under consideration, including:
 - ABCs of Labor Law: everything you wanted to know about labor law, but were afraid to ask;
 - The crossroads of labor and employment law: coordinating labor and employment law issues when there are both private and state law causes of action;
 - New NLRB decision on nondisparagement clauses – will check to see if there are updates after the Pacific Coast conference, and what if anything is addressed at the conference on this topic
- Summer Grantee Committee: Cassie reminded the committee to tell schools we contribute \$7500 and the schools are expected to contribute on top of that amount – there was apparently some confusion about that last year – we are hoping that the students are treated equitably and get close to \$10,000 between us and the schools, although we recognize we have no control over what the schools give; also remind the schools that this is for students who will work both in Washington over the summer and in the labor and employment areas of law, otherwise we will reject their candidates; Cassie asked committee members to ascertain what the school is contributing in case the grantees ask us; Cassie also reminded the committee members that the schools control the process, and we are just here to help coordinate the payment; we must have the selection by late April early May so that there is enough time to get the payment from the bar by the beginning of the summer for the grantees;
 - 2023 Committee Members: need volunteers
 - Gonzaga: Colin has reached out to Laurie Powers – Elyse noted that Gonzaga is usually on top of this and their process is a well-oiled machine
 - University of Washington: Amy was not present to give an update on UW
 - Seattle University: Matt reached out to the SU contact, but she has moved on to a different employer; Cassie believes she has the new contact and will forward that to Matt
- 2023 Annual Retreat – Sarah provided an update on this event – we are all set to go for June 2-3 at the Cedarbrook Lodge near SeaTac; location is beautiful and made for conferences; all meals and snacks will be provided to the committee members plus their guests – this includes Friday dinner, Saturday breakfast and Saturday lunch. Contract has been through WSBA review and proposed edits are with Cedarbrook for review – Sarah expect complete approval shortly. Once approved, Sarah will work with conference manager to get all meals planned, etc. A room list will be due 30 days before the event – Sarah will circulate a request for the required information. People may include pets and/or include an extra night stay if they want to, both at their own expense. Parking will

also be at reduced rates. Overall the total cost of this retreat will be under \$7000, which is less than half of what was budgeted for this year.

- Budget Update – Lauren provided a budget update – Our fiscal year balance, which is different than year to date (YTD) balance is \$74,000; this includes \$27,000 in section dues revenue, \$16,000 in expenses (per member charge), and \$1000 in mini CLE cost. Lauren believes that includes the Rainier Club deposit that did not make it to the Rainier Club so she will be keeping an eye out to make sure we don't get double charged for that. Our YTD balance is \$117,000 – so we are doing very well – this of course will change after our remaining expenses for our mini CLE in March at the Rainier Club and our expenses for the SU student event in March; Lauren also noted that we had budgeted \$29,000 in dues revenue for this year but we actually received \$37,000, so we had a healthy increase, which is news to be celebrated.
- Cassie reminded everyone that there is no April meeting and instead we should attend the April mini CLE re WA Appellate Update; next L&I meeting will be in May
- Meeting was adjourned at 1:28 pm



Labor & Employment Law section
February 2023 Monthly Executive Committee Meeting
(CORRECTED)

Present:

Cassie Lenning – Chair
Lauren Parris Watts – Treasurer
Tina Aiken – Immediate Past Chair
Angela Hayes – Secretary
Sarah Mack
Brad Medlin
Colin McHugh
Joanna Cleveland
Amy Mensik
Matthew Kelly
Elyse Maffeo
Carolyn MacGregor – WSBA

Not Present:

David Gabba
Carson Phillips-Spotts
Jacob Metzger

- Meeting called to order 12:30 pm – Quorum established.
- Approval of January 2023 minutes (attached) – motion; second; unanimously approved.

- 2023 Executive Committee Elections
 - Nominating Committee: Brad, Matt, and Lauren
 - Non-EC member required per Bylaws –
 - Tina Aiken could serve as possible member
 - Committee also encouraged to reach out to colleagues – Lauren will check with co-worker to gauge interest in serving
 - Elections Setup Form due to Bar **next Monday, February 13.**
 - Need to recruit for labor union position(s), 3-year term running from October 1, 2023 – September 30, 2026. See below for terms ending 9/30/2023.

<u>Position</u>	<u>Current Holder</u>	<u>Running for Re-election?</u>
Defense Counsel	Amy Mensik	Will run again

Defense Counsel	Sarah Mack	Will run again
Plaintiff's Counsel	Cassie Lenning	Will run again
Labor Union	Elyse Maffeo	Undecided but likely rolling off
Labor Union	Jacob Metzger	Presumably rolling off

- 23rd Annual Labor & Employment CLE
 - **New Date:** Thursday, November 9, 2023 (same space as 2022, confirmed)
 - Location: Washington State Convention Center or Webcast
 - Panels and speakers TBD at annual retreat

- 2023 Annual Retreat
 - Date: Late May or June (TBD)
 - Location: update from Sarah re Suncadia Resort (Cle Elum), Post Hotel (Leavenworth), and other potential location options.
 - Potential speaker: Elyse
 - Update from Sarah on potential venues/review of spreadsheet:
 - Leavenworth property (The Post) is a spa and not established for meetings
 - Suncadia – available June 2-3; pet friendly rooms available; review of room/food/AV and meeting room costs; Sarah will check if the 25% service charges are inclusive of gratuity
 - Cedarbrook – available June 2-3; discussed cost of rooms, food, pet friendly; most cost-effective option; clarified that the \$2325 Saturday charge includes meals, room, AV equipment (\$155x 15 people)
 - Silvercloud (Ruston) – Available June 2-3; expensive food/meal options; not pet-friendly.
 - Discussion of these options; Cedarbrook is most economical and decent location; per Carolyn, Bar not likely to approve a room charge over \$300 unless good justification; Per Carolyn, other sections have used SunMountain, Clearwater, Channel Lodge (LaConner); Per Sarah, she didn't investigate options such as SemiAhMoo and other areas further north.
 - Sarah will investigate Clearwater; group decided SunMountain is too far;
 - Discussion of alternative dates; Per Sarah, room rates will increase after June 2 due to high season; Sarah will also look into June 10-11th as an alternative
 - Discussion about Friday night group meal, inclusion of family members, whether that is covered by the Bar. Per Carolyn – guests are included/welcome at catered event/group meal; travel for guests is not covered.

- Law School Connection
 - Joint Seattle University / UW event
 - Update from Lauren; Matt – Dir. of Center for Professional Development
 - In-person event

- Date: March TBD; 5-5:30 pm
 - To take place at SU law school
 - Amy will reach out to UW contact to connect with SU for the mixer
 - Gonzaga – Angie
 - In-person event
 - Angie will reach out to Laurie Powers and grant recipient Kate Calhoun to get date coordinated; informal mixer
 - Colin McHugh has other suggestions for local practitioners who could provide support/attend GU event
- 2023 Mini-CLEs / Informal Lunchtime Meetings
 - Mini-CLE re Return to Work and DEI – Lauren
 - Date: March 29 confirmed; Carolyn will assist Lauren with an informal email blast/save the date to the list-serve
 - Speakers: Lauren and Iskah Singh, Fortive Corporation
 - Location: Rainier Club, with lunch
 - No charge for members; \$30 for non-members
 - Mini-CLE re WA Appellate Update
 - Dates: Mid-April
 - Speakers: Kelby Fletcher
 - Locations: Webinar or WSBA Conference Center
 - Coordinator: Matt Kelly has volunteered; looking for someone else to guide through the process, including MiniCLE form/communication coordinator
 - Mini-CLE re Equal Pay Opportunities Act
 - Topic: How have the new job posting requirements been implemented since taking effect Jan. 1, what issues are practitioners seeing.
 - Speakers: idea is to present on this topic with a defense lawyer and an L&I rep.
 - Coordinator: Colin will investigate an L&I representative
 - Date: TBD
 - Mini-CLE re Labor Law (and potentially its intersection with employment law)
 - Topic:
 - ABCs of Labor Law: everything you wanted to know about labor law, but were afraid to ask
 - The crossroads of labor and employment law: coordinating labor and employment law issues when there are both private and state law causes of action.
 - Coordinators: Elyse, Sarah, Brad
 - Date: TBD; timing discussed – speaker-driven, but aim for late summer, September
 - Speakers: TBD
- Summer Grantee Committee:

- 2023 Committee Members: need volunteers
 - Gonzaga: Colin
 - University of Washington: Amy
 - Seattle University: Matt
- Timeline for reaching out to law schools to get the selection process started – Cassie will confirm the timeline

No further business – meeting adjourned 1:20
Next Meeting March 9, 12:30 pm