



**Labor & Employment Law Section
Meeting October 12, 2022**

Zoom Attendees:

Cassandra Lenning – Chair
Angie Hayes – Secretary
Tina Aiken – Immediate Past Chair
Brad Medlin
Kelli Schmidt
Carson Phillips-Spotts
Sarah Mack
Dave Gaba
Colin McHugh
Joanna Cleveland
Matt Kelly
Carolyn McGregor-WSBA

Not Present:

Jacob Metzger
Lauren Parris Watts
Amy Mensik
Elyse Maffeo
Devon Blevins

October 2022 Monthly Meeting

- Approval of August 2022 minutes – unanimously approved
- Revisit day/time for monthly meeting –
 - most on committee were amenable to current day/time
 - Cassi will send out Doodle poll to assess potential new days/times.
 - Brad recommended that committee reach out to convention center now for potential 2023 CLE
- 22nd Annual Labor & Employment CLE
 - Date: November 4, 2022

- Location: Washington State Convention Center or Webcast
- Food/Beverage: During breaks only; no lunch
- Written materials: Due October 7, 2022
- Current in-person attendance enrollment is low (17) – need to push registration; send out to networks; previously there was no link to register, registration should be up and operational now; Dave suggests that the date be listed on website even if program agenda not available/confirmed; Colin will spread the word at WELA
- Suggestion from Brad that Grantee presentation be rescheduled to different time rather than start of noon-hour due to low attendance; suggestion the presentation be moved to 11:00 am and next panel would start at 11:15; Cassi will check with Sally about adjusting schedule
- Panels:
 - 1) PFML @ 8:30am - Angie
 - Jason Barrett – Employment Security Department, Olympia, WA
 - Karin Jones – Stoel Rives LLP, Seattle, WA
 - Reba Weiss – Weiss Law Firm PLLC, Seattle, WA
 - Moderator: Bradley Medlin – Robblee Detwiler PLLP, Seattle, WA
 - 2) Investigations – Nuts and Bolts/Ethics @ 9:30am – Kelli
 - Onik’a Gilliam-Cathcart – Senti Law, PLLC, Seattle, WA
 - Sarah Mack – Everett Public Schools, Everett WA
 - Sarah Derry – Barnard Iglitzin & Lavitt LLP, Seattle, WA
 - Moderator: Kelli Schmidt - Advance Law Office, PLLC, Seattle, WA
 - 3) Social Media & Electronic Tracking @ 11:00am – Carson
 - Alex Higgins – Law Office of Alex J. Higgins, Seattle, WA
 - Jeff Boyd – Nelson Boyd PLLC, Seattle, WA
 - Duffy Romnor – Stokes Lawrence, P.S., Seattle, WA
 - David Stenhouse - DS Forensics, Inc. Sammamish, WA
 - Moderator: Carson Phillips-Spotts, Schroeter Goldmark & Bender, Seattle, WA
 - 4) Legislative Update @ 1:15pm – Cassie
 - Aviva Kamm – Stokes Lawrence, P.S., Seattle, WA
 - Jesse Wing – MacDonald, Hoague and Bayless, Seattle, WA
 - Andrea Schmitt – Columbia Legal Services, Olympia, WA
 - Moderator: Cassandra Lenning – Outten & Golden LLP, Seattle, WA
 - 5) Language & DEI @ 3:00pm– Lauren
 - Jillian Cutler – Frank Freed Subit Thomas LLP, Seattle, WA
 - Victoria Slade – Davis Wright Tremaine LLP, Seattle, WA
 - Moderator: Lauren Parris Watts – Seyfarth Shaw LLP, Seattle, WA
 - 6) EPLI @ 4:00pm– Amy
 - Geoff Boodell – Travelers Insurance Companies, Hartford, CT

- Michael Love – Michael Love Law, PLLC, Spokane, WA
- Moderator: Amy Mensik – Witherspoon Kelley, Spokane, WA
- Written materials – must be “substantive” – substantive power point or outline will suffice
- Sally Romero should/will be/is collecting speaker bios and speaker agreements
- Moderators are encouraged to generate audience participation; may need volunteer timekeeper to update panel on time limits during presentations; moderators should clarify with their respective panelists how they want to handle/entertain questions; some panelists may prefer written questions; there will also be WSBA staff member (Rex) monitoring questions from online attendees.
- All panelists and moderators will receive complimentary registration – WSBA will complete those registrations
- Law School Connection –Lauren, Devon, Angie
 - Purpose – engage law students who are interested employment law; informal networking opportunity
 - What: Lunch or virtual event at one or more law schools where attorneys and law students can network
 - Dates – vary by school
 - Location: Law school or Zoom
 - Seattle University – Lauren
 - UW – Devon (Amy and Lauren assisting)
 - Gonzaga – Angie
 - Budget for law school outreach programs - \$1000 total for FY
- Section taking position on pending legislation?
 - Section doesn’t currently take a position on employment legislation
 - Brad provided a historical review of prior bill tracking
 - Cassi and Tina have been contacted by other sections on pending whistleblower legislation
 - Discussion followed; group decided section should remain neutral as it serves broad spectrum of counsel representing employer/employee/union/non-union groups; it would be impossible to decide which legislation to support or oppose, as there would always be a constituency on the opposing side. Purpose of section is to inform labor and employment practitioners, provide collegial networking opportunities
- Rescheduling Mini-CLEs / Informal Lunchtime Meetings
 - Mini-CLE – Lauren
 - Topic: Return to Work and DEI -rescheduled
 - Date: looking at new dates in January (new DEI credit will apply)
 - Speakers: Lauren and Iskah Singh, Fortive Corporation
 - Location: Rainier Club, with lunch (deposit already made)
 - No charge for members; \$30 for members
 - Estimate 100 attendees

- Mini-CLE –
 - Topic: COVID and Employment Law – CANCELED DUE TO ILLNESS
 - Date: Tina will reach out to Seth about potential new dates
 - Speakers: Seth Rosenberg and Aaron Rocke
- Budget – Lauren
 - Final budget for year was approved by WSBA/BOG
 - Cassi can circulate budget for review if interested
 - We can review budget in December or January meeting
- Other:
 - No November meeting
 - Discussion about having December meeting
 - Annual In-Person January 2023 Breakfast Meeting at Edgewater
 - Debrief on November CLE
 - Discuss date for 2023 CLE
 - Discuss goals and Mini CLEs
 - Expense already included in budget
 - Kelli has contact information for Edgewater – Joanna will make contact
 - Travel/hotel expenses will be reimbursed for committee members who have to travel to meeting